

CONFLICT RESOLUTION SERVICES

From Workplace Tension to Team Transformation

Let's be real: conflict is part of every workplace.

But when it's avoided, mismanaged, or left to "resolve itself," it doesn't go away—it spreads. Tension builds, communication breaks down, and what started as a small disagreement **turns into disengagement, turnover, or even legal risk.**

> Key Statistics Supporting Conflict Resolution Services

1. Significant Financial Impact of Workplace Conflict

Workplace conflicts cost U.S. businesses approximately \$359 billion annually in lost productivity, which equates to about 2.8 hours per employee per week spent dealing with conflict.

2. High Employee Turnover Due to Conflict

Employees who experience workplace conflict are twice as likely to consider leaving their jobs, leading to increased turnover costs that can range from 50% to 200% of an employee's annual salary.

3. Positive Outcomes from Conflict Resolution Training

Organizations that implement conflict resolution training report that 95% of employees find the training helpful, leading to improved communication, better team collaboration, and a more positive work environment.

> What We Do:

➤ Conflict-IQ® Training & Workshops

Empower your team with the mindset and tools to navigate disagreements constructively.

➤ Conflict Resolution Strategy Development

Custom frameworks to address recurring issues, improve communication, and align teams.

➤ 1:1 and Group Coaching for Conflict-Prone Teams

Confidential, judgment-free support to strengthen trust and reduce reactivity.

➤ Bilingual Facilitation (English/Spanish)

Culturally competent training and support for diverse, multilingual teams.

> When to Call Unitive Consulting:

- You're hearing more complaints than solutions
- Managers feel overwhelmed handling team dynamics
- Cross-department friction is impacting results
- You're losing talent because of unresolved tensions
- You want to prevent conflict from escalating to HR or legal



Let's Shift the Narrative Around Conflict

Conflict isn't the problem. **Avoiding it is.**

Let's equip your team to face it, manage it, and grow from it—together.



ydurazo@unitiveconsulting.com



(408) 302-4673



www.unitiveconsulting.com