

We will be meeting at CSU on April 7th. Our theme for the day is *Conflict Management*.

In the morning, Mary Waller and Michael Gross will be providing a workshop titled "Empowerment in Conflict Management: Mediation Knowledge, Skills, and Ability for the HR Edge." In this hands-on workshop designed for the HR Edge April 2023 gathering, Michael and Mary will build on our October meeting conversations by addressing the knowledge, skills, and abilities that foster empowerment in managing interpersonal conflict. This highly interactive session will explore conflict management through *mediation*. In general, mediation, if applied with skill and empathy, can be a source of positive change organization-wide and is in line with the College of Business philosophy of *Business for a Better World*.

For lunch, HR Edge Executives will meet with our students for mentoring sessions. Word has spread among our students, and they look forward to this opportunity!

In the first afternoon session, our students Abbey Blik and Amy Deeter will share information they are gathering on student internships and will also facilitate a panel discussion of student experiences and the value students gain from their internships.

Following, Troy Mumford, Lynn Shore, Chris Henle, and Sherry Fu will each share how their research provides insights about conflict. Troy will discuss the role leaders can play in supporting effective conflict dynamics. Lynn will present a summary of diversity and conflict, with highlights of her work on addressing conflict in diverse teams for enhanced creativity. Chris will focus on abusive supervision and the challenge to positive conflict dynamics. Sherry will spotlight her research on how different identities can be activated throughout the day from relationship conflicts with team members and non-team members. Troy will facilitate discussion on what can be learned about conflict management from these different lenses.

In the final session Tiffany Trezebiatowski will present her work on diversity initiative effectiveness and women and minority turnover. She will talk about how the diversity practices send signals - to both potential beneficiaries and non-beneficiaries... and to different groups within the organization based on their roles in relation to the diversity practices. Importantly, Tiffany will present answers to the questions "Are more diversity practices always merrier?" And, "when can some be worse (and even detrimental)?" Tiffany will highlight the types of conflicts that can be characteristic of diversity initiatives and answers questions about the important role of HR in addressing these conflict challenges.