

A Review of the Modes of Conflict Management and the Managerial Grid Model of Leadership

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Managing conflicts in organizations has become a crucial factor since it is dependent on incompatible goals and individual differences. Conflicts are inevitable. Hence managing conflicts where it can de-motivate the dysfunctional conflicts and to motivate functional conflicts became a prudent factor within the organizations. Literature identifies five ways of dealing with conflicts; Compromising, Accommodating, Competing, Collaborative and Avoiding styles. These conflict management styles should be practiced wisely since it should comply with the situations. Nevertheless, when taking decisions on conflict management the leadership styles also may make influences. According to the Managerial Grid five leadership styles are traced; Country club style, impoverished style, Middle- of – the road style, produce or perish style and Team style. This findings of this study renders a relationship between each leadership style and the practicing conflict management style which is complied. These attributes are highly based on the behaviors of the managers/leaders hence it is the way of eliciting their attitudes and decisions when dealing and managing conflicts. The researcher relates the compatibility with each leadership style and the conflict managing style and traces the relatedness of each. Further, reviewing literature the researcher clarify the need for practicing different conflict management styles regardless of the leadership style in accordance with the situation.

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