

RedLine

EMPOWER YOURSELF

Before Fighting an Uphill Battle, Face Conflict the Correct Way

RedLine – 9 Conflict Competencies

In addition to live workshops, Wellspring offers comprehensive online training. The core of our conflict curriculum centers around our 9 conflict competencies. These competencies are 9 key skills that allow us to access others, develop solutions, and mediate conflict. Each online course includes interactive role plays attached that allow participants to apply the concepts learned in the online training. The courses are listed below.



Awareness

Developing the ability to identify conflict early, understand its root causes, and recognize its impact on individuals and teams.



Active Listening

Mastering the skill of attentively listening to others, ensuring they feel heard and understood, and capturing key insights for resolution.



Solution Design

Creating tailored, innovative solutions that address the interests and needs of all parties while fostering long-term harmony.



Empathy

Cultivating a deeper understanding of others' emotions and perspectives, fostering a sense of connection and mutual respect.



Reframing

Transforming negative or unproductive narratives into positive, solution-focused discussions that drive progress.



Solution Delivery

Executing agreed-upon solutions with precision, ensuring all stakeholders are aligned and invested in the outcome.



Engagement

Proactively addressing conflict by approaching conversations with openness, curiosity, and a willingness to collaborate.



Responding

Learning to respond with intention and clarity, balancing emotions and logic to de-escalate tensions effectively.



Accountability

Establishing clear responsibilities and commitments, promoting trust, and ensuring lasting adherence to resolutions.

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High Emotion Conflict Training

As educators, each day we enter the class or office and know conflict is INEVITABLE.

We at RRG are committed to professional development that is meaningful giving teachers and administrators the tools to successfully resolve conflict. Each of the following

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Each of the following

- Teacher to Student
- Teacher to Parent
- Administrator to Teacher and
- Teacher to Teacher

...must be resolved professionally where everyone feels valued and heard

Wellspring wants to partner with your schools and employees to learn how to deescalate conflict before it begins.

Wellspring offers conflict resolution through a blend of face-to-face and online programs in full, half-day and online sessions monthly to educators honing in the skill sets necessary for dealing with student disputes, high emotional parent conflict, special education grievances, and social media conflict.

Our philosophy at Wellspring is to use the online and half-day trainings as a way to get everyone on a campus speaking the same language surrounding conflict.

Proactive School Safety Training

Effective conflict management increases productivity and innovation. Our conflict Resolution Training (CRT) program will provide educators with in-depth feedback on their responses to conflict and how their behaviors influence their school, classroom and students.

Educators will gain understanding about how to manage their emotions and communicate in a positive manner.

Conflict Resolution Training (CRT) Program

These courses blend online and in-person



Utilizes online training to provide an overview for effectively handling conflict.



Dives deeper and provides in-person training to focus on practical techniques participants can use in their day-to-day operations.

As a result, participants become equipped to reduce the harmful effects of future conflicts while confidently addressing current situations in ways that strengthen team relationships.

Interactive Conflict Training (ICT)

Interactive Conflict Training using in-person roleplays, designed prior to training and based on the top three conflict scenarios students and educators face according to the district.

Educators will perform the role-plays under the supervision of the trainers to practice applying practical techniques to resolve conflict.

Student and Educator Outcomes



Identify and use techniques to resolve realistic conflict scenarios within their district, school, and classroom.



Receive feedback from a panel of trainers on ways to improve upon their performance within the roleplays.



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Parent Conflict

Our first half-day program focuses on practical skills for assessing and resolving high emotional conflict with parents. The course focuses on high emotion parent meetings, confrontations and social media conflict

Student Care Conflict Resolution

The second half day training will focus on student conflict such as Teacher-to-Student conflict, bullying management, and trauma informed care.

Mediation Certification (Train-the-Trainer Model)

This training meets the requirements of the state of Texas Mediators Training Roundtable. Those who complete the 2 day face-to-face and online training will receive their certificate in mediation and will be able to conduct court appointed mediations.