

# Conflict Without Collapse™: The Leadership Lab

A 3-hour working session for leadership teams ready to replace recurring tension with clarity, alignment, and shared accountability.

## Overview

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RISEWITHUS helps leadership teams build cultures that can hold conflict without collapsing. **This Lab is designed for teams navigating power, identity, pressure, and change—who need structure, not surface solutions.**

### What This Lab Is

The **Conflict Without Collapse™ Leadership Lab** is a facilitated, high-impact working session that equips leadership teams to:

- name the real conflict patterns shaping culture and decision-making
- clarify shared expectations and communication agreements
- build a practical **Team Conflict Protocol™** rooted in a shared conflict philosophy

### What This Lab Is Not

Let's be clear:

- ✓ Not therapy
- ✓ Not mediation
- ✓ Not a lecture or “DEI talk”
- ✓ Not team building for vibes

This Lab is for leadership teams ready for **honest alignment and repeatable structure.**

This is not a lecture. It is not a generic training.

It is **culture architecture**—a structured process that creates shared language, shared agreements, and a usable conflict process.

### Who This Lab Is For

This Lab is designed for:

- executive and senior leadership teams
- directors and management teams
- cross-functional leadership groups
- boards and governance teams
- organizations navigating restructuring, growth, or trust strain

If your culture feels strained, unclear, or divided—this Lab supports your team in resetting from the inside out.

### Before You Schedule

This Lab works best when:

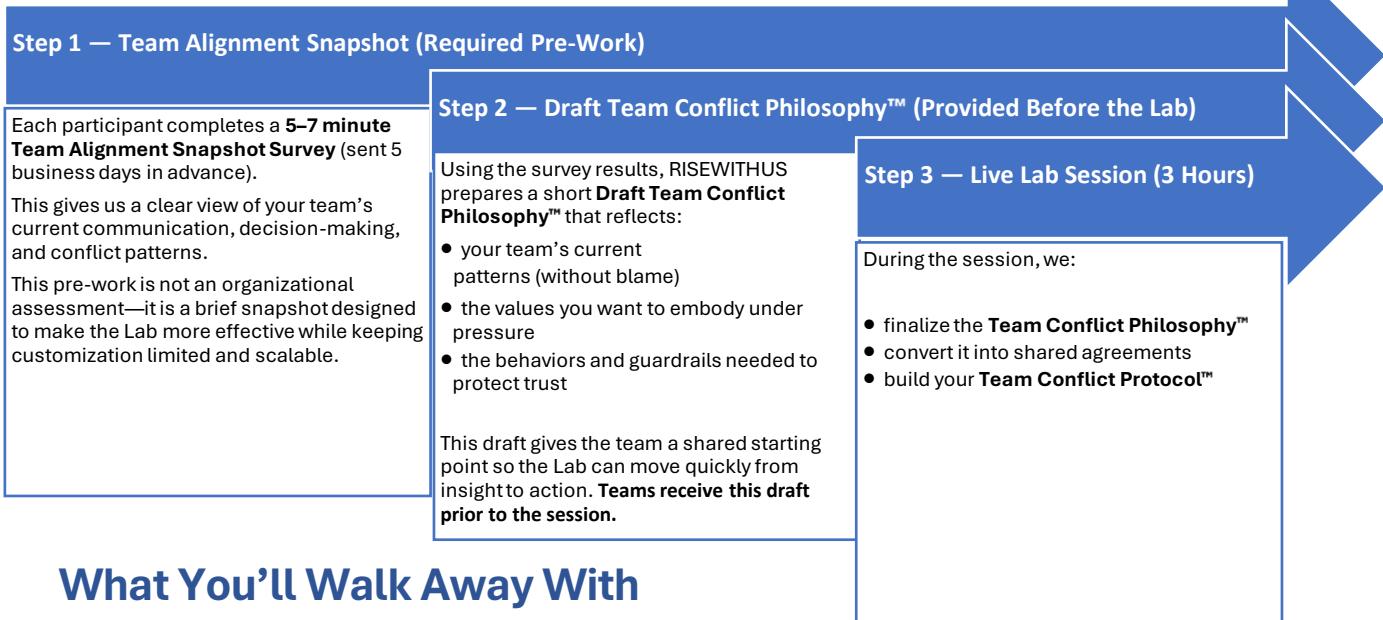
- participants complete the pre-work on time
- key decision-makers are in the room
- the team is willing to name patterns with honesty and accountability

We create a facilitation container that is structured, culturally responsive, and power-aware—so teams can do real work

## How the Lab Works (Pre-Work → Philosophy → Protocol)

A usable protocol must be anchored in a shared team-level conflict philosophy.

That's why the Leadership Lab includes light pre-work that informs a draft philosophy before we meet.



### What You'll Walk Away With

By the end of the Leadership Lab, your team will leave with:

- **Shared language for conflict**
- **Clear communication agreements**
- **A Team Conflict Philosophy™ and Protocol™ your team can use immediately**

This is what makes culture sustainable: a shared way to respond when tension rises.

### What We Build Together During the Lab

This is a live working session—not a passive experience. During the Lab, your team will:

- name the patterns driving recurring tension and misalignment
- clarify decision-making expectations and communication norms
- establish boundaries and follow-through commitments
- define what accountability and repair look like in real time
- co-create a conflict protocol aligned with your team's values and realities

#### Trusted Experience

RISEWITHUS has supported leadership teams across **government, nonprofit, legal, and education spaces**, helping teams strengthen trust, navigate tension, and build equity-centered structures for accountability.