

Did **FEAR of CONFLICT** cause the current economic problems?
- is your business just as guilty?

Consider the current credit crunch - plenty of intelligent and well-intentioned board members and executives must have known that something was wrong with approving home loans to people who would not be able to afford them if and when interest rates changed. So why didn't they do something?

Probably because they looked around and saw other intelligent and well-intentioned people who weren't standing up on their chairs and objecting. And they figured that perhaps what was going on wasn't so bad after all, especially if so many other executives and banks and boards of directors were doing it.

To be fair, some of them probably made a quiet comment during a meeting, or more likely, mentioned something to another board member over lunch. But they weren't expressing their fears in the place they should have – in the board room!

One of the most important lessons we should learn from this is that we should probably shift our emotional energy away from trying to find a legislative, economic or legal explanation for the mess we're in, and shine the light on the behavioral/cultural one that really deserves the attention – **Fear of Conflict!**

At Cognisi we help executive teams engage in passionate debate around important issues. We teach you how to disagree with colleagues, to question one another safe in the belief that conflict is key to making better decisions faster and that disagreement based on trust is to be encouraged. If you would like to know more please don't hesitate to call Leigh Dorling