



**CORNERSTONE**

*for women leaders*

FAITH DRIVEN LEADERSHIP DEVELOPMENT

# NAVIGATING CONFLICT WITH GRACE:

A Guidebook for Women Leaders

## EQUIPPING WOMEN LEADERS

# Cornerstone for Women Leaders provides faith-based leadership training to help women gain skills to drive impact

Women are dynamic and powerful leaders. Yet, navigating the complexities of today's professional landscape can often feel overwhelming or isolating without the right support. At Cornerstone for Women Leaders we understand this reality, we've been there. We are committed to providing a robust support system for women seeking to develop skills for effective leadership, while growing in their faith.

Our leadership programs are were designed by women for women, which ensures the relevance and relatability of our training. We offer training in flexible formats such as on-campus, on-site, and online. This adaptability allows us to empower women in the workplace and within their communities.



Participants gain essential skills for developing themselves and their teams, like active listening, effective communication, confident decision-making, and practical strategies for building self-assurance. These competencies equip women to excel in their roles and positively impact their spheres of influence.

Partnering with Cornerstone for Women Leaders is a commitment to amplifying the connection between our faith with learning. Our programs provide a supportive environment where women can grow in their skills while staying rooted in their values and beliefs.



**“But the wisdom from above is first of all pure. It is also peace loving, gentle at all times, and willing to yield to others. It is full of mercy and the fruit of good deeds. It shows no favoritism and is always sincere. And those who are peacemakers will plant seeds of peace and reap a harvest of righteousness.”**

JAMES 3:17-18

*Dome of the Rock  
Jerusalem, Israel*



## INTRODUCTION

# How to Use the Guidebook

*Navigating Conflict With Grace: A Guidebook for Women Leaders* provides guidance for women in leadership roles seeking to effectively manage conflicts. This guidebook can be completed in five days and incorporates biblical references to support deeper scriptural exploration, along with action steps and personal reflections.

Designed for individual use as a self-paced resource or in collaboration with a trusted mentor who can offer personalized guidance, this guidebook equips you with the skills to:

- Identify the type of conflict
- Reflect on biblical wisdom
- Develop a strategy for resolution
- Implement the solution
- Track progress and celebrate growth

By completing this guidebook, you are taking proactive steps toward becoming a more effective, insightful, and influential leader.



## INSTRUCTION

# For Individuals

Plan one hour per day across five days to go through each step in the guidebook.

- Familiarize yourself with the guidebook's structure and content and define your specific objectives for using this guidebook.
- Complete one activity each day, allowing adequate time for scripture reading and introspection.
- Regularly evaluate your progress by revisiting your initial conflict resolution objectives. Be open to adjusting your approach as needed and celebrate each milestone achieved.
- As you advance, practice the conflict resolution skills you've learned in actual conflict scenarios. The more you apply these techniques, the more proficient you'll become.

## INSTRUCTION

# For Mentorship Pairs

Schedule one hour per day across five days to go through each step in the guidebook with your mentor.

- Identify a mentor that you feel comfortable with, who has substantial experience in conflict resolution and leadership.
- Collaboratively work through the guidebook with your mentor. This can involve regular meetings or discussions during your mentorship sessions.
- Utilize your mentorship sessions to apply conflict resolution techniques to real-life situations. Your mentor can also help you interpret biblical references and reflect on your personal growth path.
- Celebrate your progress with your mentor. Acknowledging accomplishments can boost your motivation to continue growing as a skilled leader.



## DAY 1

# What type of conflict are you experiencing?

There are four common types of conflict:

1. Goal conflict- A person desires a different goal or outcome than others.
2. Substantive conflict- A person has ideas that are inconsistent with those of others.
3. Procedural conflict- A person disagrees with the process for accomplishing a team goal.
4. Affective conflict- When two people have conflicting emotions or feelings towards each other.

Take a moment to think about your current situation, then select which conflict type applies to you.

### Writing Prompt

Describe your conflict, including who is involved and the topic of disagreement. While writing, try to remain objective and stick to the facts.



## DAY 2

# What can you learn from biblical wisdom?

1 Samuel 25 recounts a pivotal moment in the story of Abigail, David, and Nabal. This passage captures a critical lesson in conflict resolution that can still resonate with us today. The Scripture shows us how Abigail, through her wisdom and courage, prevented a conflict from escalating and helped to restore peace between David and Nabal.

### Writing Prompt

Read 1 Samuel 25, then in your own words describe the following:

- What happened in the story?
- What did each person do and what was their motivation?
- Think ahead: what were the potential consequences of their actions?
- What lessons can be learned?



## DAY 3

# What steps can you take to resolve the conflict?

There are various methods for resolving conflict. Here are some of the most common:

- Accommodation- Involves one party willingly giving up their position.
- Compromise- Everyone gains and loses through negotiation, seeking common ground.
- Avoidance- Neither party takes action, leaving the conflict unresolved.
- Competition- One party aims to win through dominance and power.
- Collaboration- Most effective but challenging, requires trust and commitment to resolve the core issue.

### Action

Develop a detailed strategy to resolve the conflict by selecting a method from the list above. Incorporate insights from Day 1 and Day 2. Discuss the strategy with a trusted colleague for feedback before proceeding.





## DAY 4

# Take the next, big step...

Implement your solution:

- Determine a timeline for taking action
- Find the right setting for the conversation
- Communicate openly and respectfully
- Practice patience and active listening
- Assess results to make improvements for future conflicts

### Writing Prompt

Document your process and reflect on the effectiveness of your solution. Describe lessons learned about yourself and how your leadership was impacted by this experience.

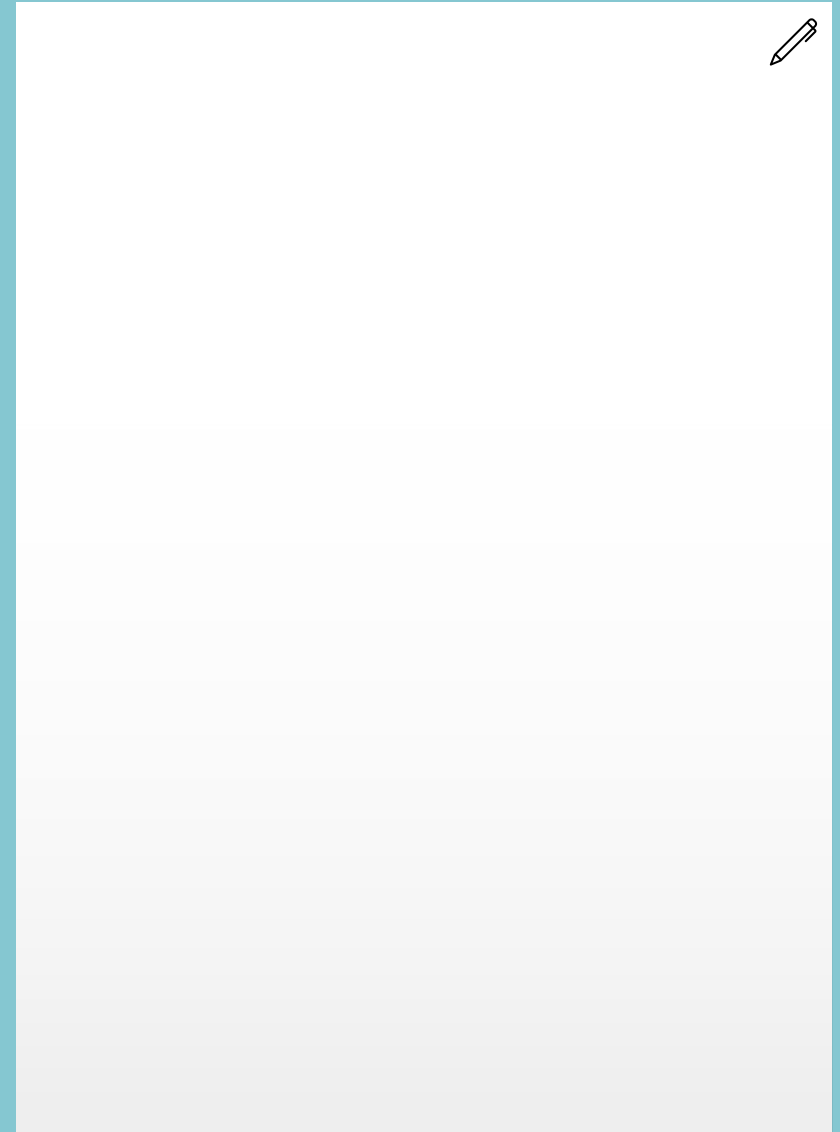


## DAY 5

# Celebrate your progress!

Conflict resolution involves fostering peace and personal growth. Regardless of the result, conflicts offer valuable insights about ourselves and others.

In the space to the right, reflect on your lessons learned, the hurdles you faced, and how you tackled them to implement solutions. Consider ways to celebrate your success and growth.

A large white rectangular area for reflection, with a small pencil icon in the top right corner.

## Learn To Lead In Community

Continue honing your leadership skills alongside a vibrant community of Christian women leaders.

[Visit our website to learn more](#)

[www.cornerstoneforwomenleaders.com](http://www.cornerstoneforwomenleaders.com)



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