

2015 CMM Fellows Program

Presented in Partnership with Villanova University, The Fielding Graduate University Institute for Social Innovation (ISI), and the CMM Institute for Personal and Social Evolution (CMMI)

cmm **institute** for Personal and Social Evolution



CALL FOR PROPOSALS

Topic: Conflict Transformation – Getting Past Disagreement

Intention: For this year's CMM Fellows program, we seek proposals which take a communication perspective and use the lens of CMM theory to further our understanding of conflict transformation. We particularly encourage proposals which can demonstrate the practical import of a communication perspective and that enrich our understanding of the value of using CMM to understand conflict transformation. See reverse of this flyer for details, definitions, and parameters.

Recognition: Each Fellow will receive a cash award of \$500.00 plus an allowance for travel expenses up to \$1,500 to attend the 2015 CMM Learning Exchange in September 2015 and present your work there. The three partnering institutions will also feature your projects and papers on their respective websites.

• **Application Process:** Applications can be downloaded using the "Letter of Intent" (LOI) form on the CMM Institute website, www.cmm institute.net.

cmm institute.net. Complete the form, attach supporting documents, and email the completed application package to Barton Buechner not later than March 15th at bartonbuechner@gmail.com. The three sponsoring institutions will conduct a blind review of applications received and select three fellows for 2015.

Important Dates:

- Applications are due by March 15, 2015 by 2400 (midnight) Eastern Standard Time
- Applicants will be notified the week of April 15, 2015 and announced at the Fitchburg State University Graduate CMM Seminar, Fitchburg, MA, April 17-18
- Fellows will be expected to make a presentation of their work at the CMM Learning Exchange and Global Integral Competence conference, September 17-20, 2015 in Munich, Germany

Definitions and parameters:

Proposals are welcome that address virtually any kind of conflict, and how it may be resolved or prevented by taking a “communication perspective.”

The communication perspective is essentially about how we make our social worlds together in communication and storytelling. There are stories we tell about the others with whom we are in conflict, and this is part of the framing we give to the conflict situation. Our framing of these stories may either help us or inhibit us from being able to resolve the conflicts that inevitably will occur. The way we look at this communication, and what we are making in our patterns of communication, may help us to shift our perspective and constructively address the conflict situation.

Conflict can be anything from minor disagreements or misunderstandings to a full-blown war, and the many levels between these extremes. One way of defining the roots of conflict is when there are needs we have that are unmet, and we attribute the cause to someone or something else. This can be another person, organization or country, a perceived structural or cultural barrier, or we might even blame ourselves, as in internalized conflict. All of these can lead to unwanted outcomes. As a way of looking at this phenomenon hierarchically, we can encounter conflict:

- **Within ourselves** as when we *feel conflicted* about decisions we have made
- **With another person** as an *interpersonal* conflict;
- **Within our own groups** as *intragroup* conflict;
- **With another group** of people or team as *intergroup* conflict;
- **Within an organization** as *intraorganizational* conflict;
- **Between organizations** as *interorganizational* conflict;
- **Within nations and states** as in civil war or unrest as an *intrastate* conflict; and
- **Between states or cultures** as *interstate* conflict.

The Coordinated Management of Meaning (CMM) theory offers us concepts and tools that allow us to see conflict from alternative points of view; to shift our perspective and understanding of the conflict, and to better understand and appreciate the dynamics of communication between the other person and ourselves. By using this theoretical framework, we may be able to transform our conflict narrative and consequently, transform the conflict itself. This transformation of perspective opens up a range of possibilities that were previously not available to us.

The CMM Institute offers a range of learning resources to engage with CMM and a community of scholars and practitioners who use it. For more information about the CMM Institute, contact Kim Pearce.

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