

# Welcome

PMIRGC Breakfast Meeting

July 9, 2013



# Links to Online PDU's on PMIRGC website

- Study from the comfort of your own home; on your schedule

## PMP® Exam Prep Course

Includes access to class for 180 days

- Exam-taking tips
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- Two full-length, 200-question practice exams

- Cost: \$699.00

- PDUs/Contact Hours: 35

**MindEdge**  
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- Members will receive a **10%** discount on all courses

# Future Events



## Next Breakfast Meeting

Tuesday, August 13, 2013 , 7-8:30am

@ Albuquerque's "Egg & I"

Facilitator: Tim Jerome, PMIRGC President-Elect



## PMIRGC Summer Social!

Come by and meet your new board, network with new members, and enjoy some time with old members. Appetizer food bar will be provided by PMIRGC. Door prizes will be drawn during the event. The event is limited to 40 people so book your reservation early!!

**FRIENDS AND FAMILY ARE WELCOME!**

**NOTE: Must be 21 or older to participate. Registration closes Monday, July 15, 6pm.**

**Date:** Tuesday, July 16, 2013

**Time:** 6pm - 8pm

**Members/non-members:** \$15

**Location:** Chama River Brewing Co



"The real value of a real education has almost nothing to do with knowledge, and everything to do with simple awareness; awareness of what is so real and essential, so hidden in plain sight all around us, all the time, that we have to keep reminding ourselves over and over:

'This is water.'

'This is water.'

-David Foster Wallace

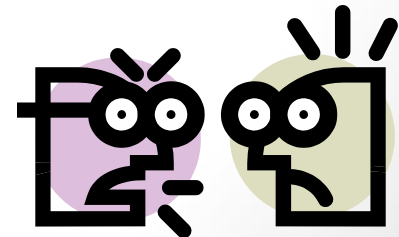


## Confrontation for the “In-your-face impaired”

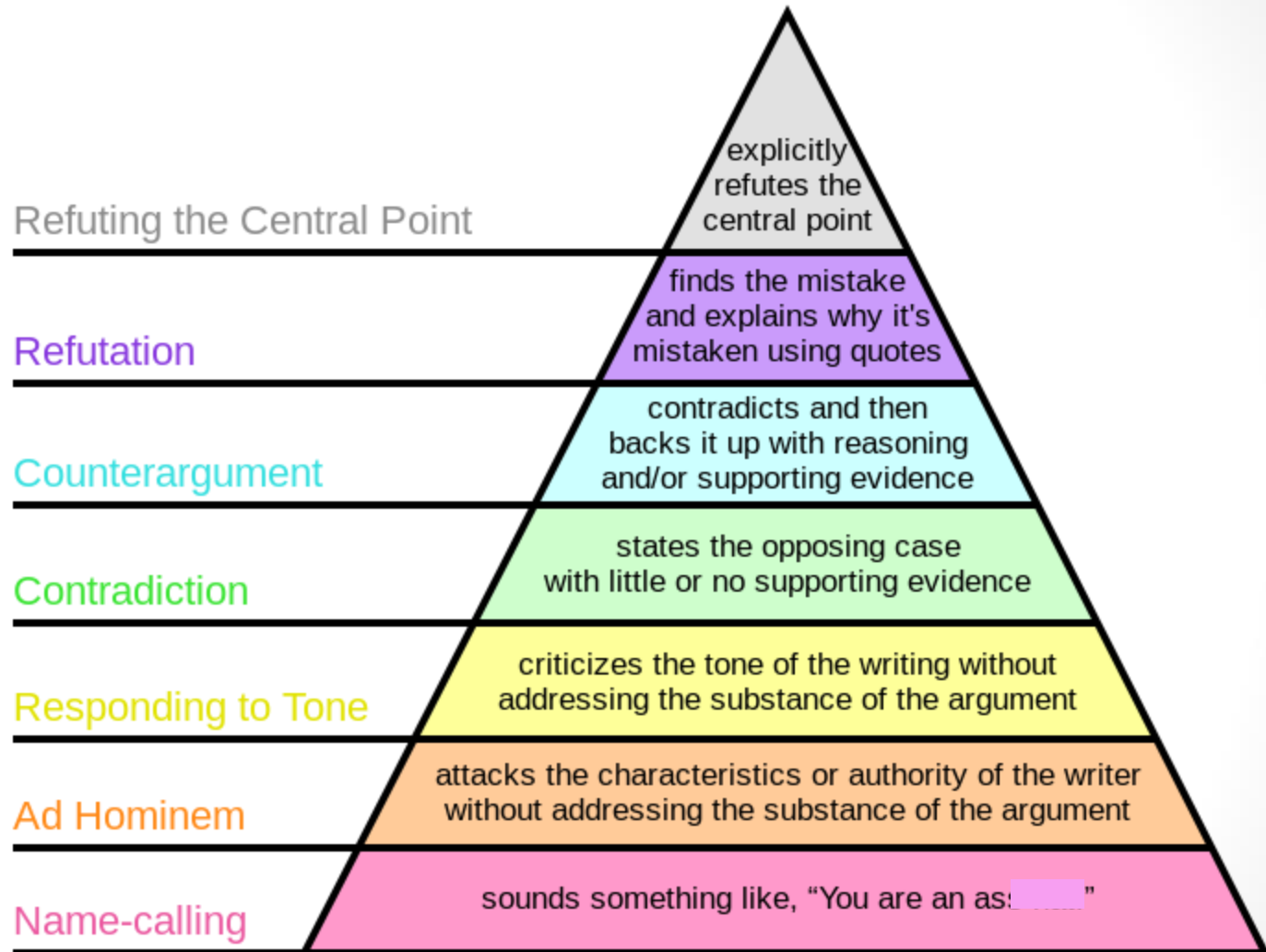
# Confrontation - Introduction

- **Argument** – “An exchange of diverging or opposite views.”
- **Confrontation** – “A hostile or argumentative meeting or situation between opposing parties.”
- **Debate** – “A formal discussion on a particular topic, in which opposing arguments are put forward.”
- **Rhetoric** – “the art of persuasion through talking and writing”

This is not what we are talking about today.



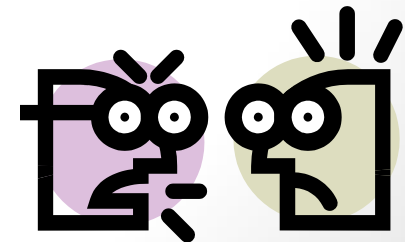
# Graham's Hierarchy of Disagreement



**This is not what we are talking about today.**

# A brief discussion of Argument

- Bregman – “Argument is Pointless”.
- Argument-based negotiation –
  - Negotiation occurs when differing views have an equal desire to cooperate.
  - Argument can influence a change in view.
  
- Does argument mean something, or does it signal something?





# Confrontation

We've used it – let's now define it.

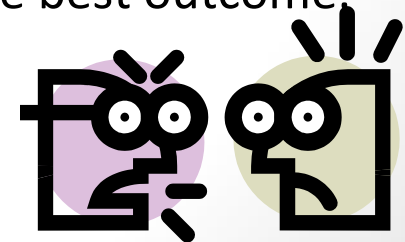
## To Confront is to -

- Meet (someone) face to face with hostile or argumentative intent.
- ***Face up to and deal with (a problem or difficult situation)***

Confrontation can be used to re-set the objective of an argument.

Within arguments,

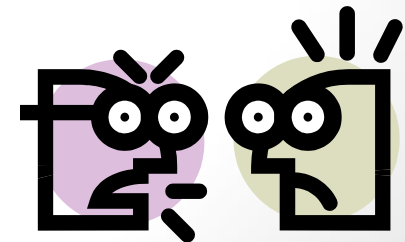
- Individuals may become emotionally or intellectually attached to a side of the issue.
- Individuals may neglect the objective – to find the best outcome.



# A brief discussion of Argument – pt. 2

## When we argue –

- Issues exposed
- Different perspectives exposed
- Can support decision-making through comparison (of data and analysis)
- Within this framework, confrontation can have a benefit -
- Confrontation can be a surgical process for removing obstacles to problem-solving
- Confrontation can assist in re-focusing on the objective of the argument.



# To Confront

## Within arguments,

- Individuals may become emotionally or intellectually attached to a side of the issue.
- Individuals may neglect the objective – to find the best outcome.
- Individuals, because of their natural intractability, may create a stand-off.

Confrontation can be that tool.

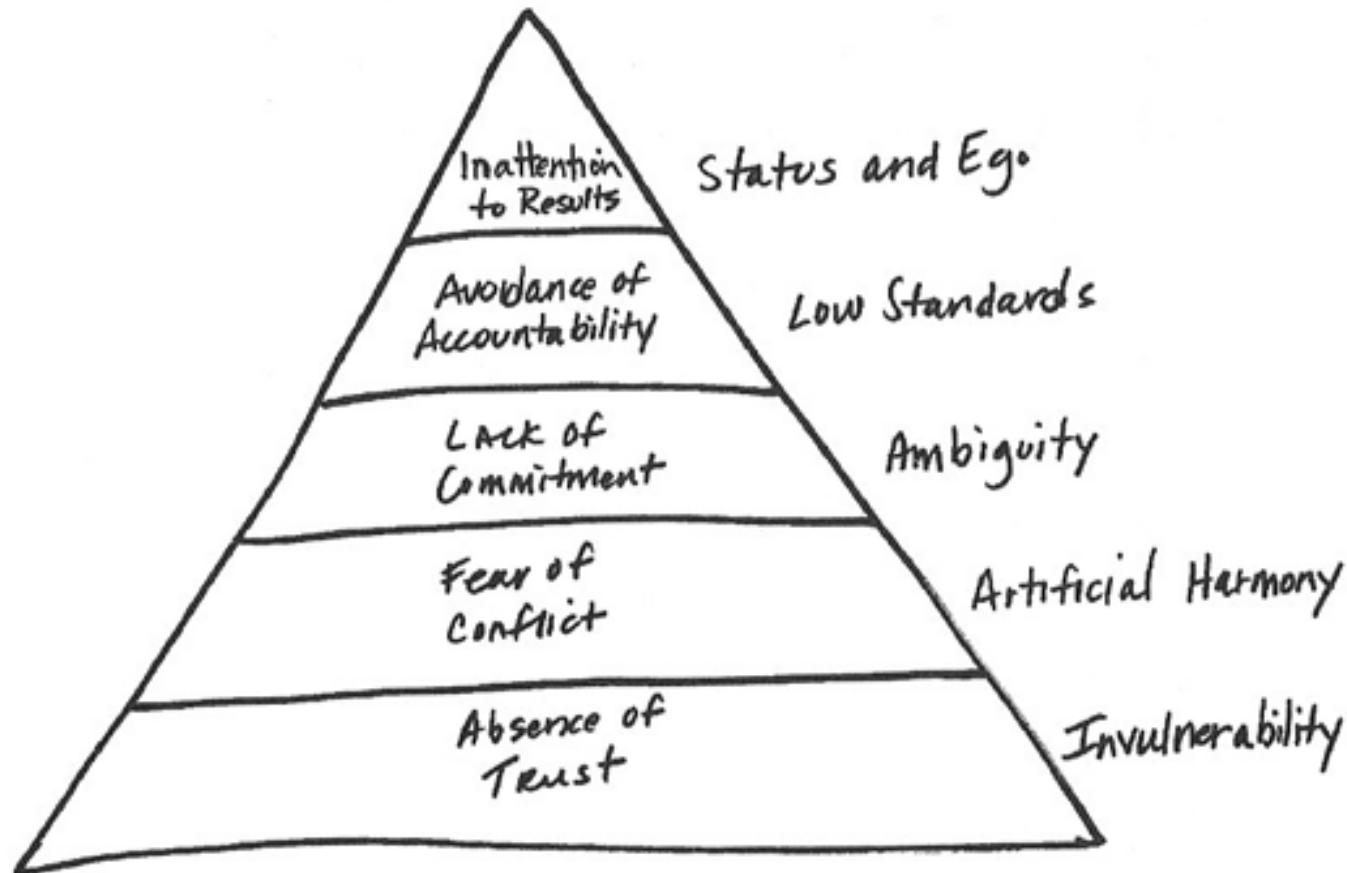


# How to Confront - constructively

- “This is not about you. It’s about the issue.” (Remove Ego)
- Don’t flip the bozo-bit. (Remove Personal Bias)
- Can you trust this team to find the best solution? (Disagree & Commit)
- It’s about the results, but it’s also about the people.



# 5 Dysfunctions of a Team



# The Functional Team

- ❖ Trusts one another.
- ❖ Engages in unfiltered conflict around ideas.
- ❖ Commits to decisions and plans of actions.
- ❖ Holds one another accountable for delivering against those plans.
- ❖ Focuses on the achievement of collective results.



# Conclusion

- Confrontation is the act of re-establishing why an argument exists.
- The role of confrontation – quickly move to a place team can solve the problem.
- The fear of confrontation can come from being perceived as attacking an individual.
- Confrontation is not about people, but results and outcomes.



# Bibliography

- “Argument is Pointless”, Peter Bregman, HBR – Feb, 2012
- “The 5 Dysfunctions of a Team”, Lencioni, Wiley, 2002
- “The Art of Constructive Confrontation”, Hoover & Disilvestro, Wiley, 2005



# Questions? Member announcements?

Believe in yourself. Stay up all night. Work outside your habits. Know when to speak up. Collaborate. Don't procrastinate. Get over yourself. Keep learning. Form follows function. A computer is a Lite-Brite for bad ideas. Find inspiration everywhere. Network. Educate your client. Trust your gut. Ask for help. Make it sustainable. Question everything. Have a concept. Learn to take some criticism. Make me care. Use spell-check. Do your research. Sketch more ideas. The problem contains the solution. Think about All the possibilities.

# Thank you

See you next month!