



CHEMISTRY CONSULTING GROUP
HR IN-BRIEF | JULY 2020

CONFLICT MANAGEMENT

Managing Conflict and Team Dynamics

"Conflict does not only exist within the confines of a typical office environment; rather, it can occur in virtual teams as well. Employers should be mindful of situations that may result in conflict, and as many businesses continue operations online due to COVID-19, supervisors will need to be educated on identifying and managing conflict across a variety of team structures."

-Sheenagh Beadell, Partner, Chemistry Consulting Group

Identifying New Conflict Triggers in Virtual Teams

by Ally Smit, Chemistry Consulting Group

"While transitioning into a remote workforce may provide a lot of benefits, it is important to recognize the different challenges that it may bring and to adjust your HR practices accordingly. New conflict triggers may arise as a result of communication issues, feelings of disconnection, and ambiguity."

[Read more ...](#)



Navigating Conflict

by [Vivo Team](#)

Based in Vancouver, BC, Vivo Team works with clients to pinpoint employee areas of improvement and cultivates teams and leaders through virtual instructor-led training and people analytics. Vivo Team has created a resourceful handout on navigating conflict and discussion of conflict styles.

[Read more here ...](#)

Resolving Internal Conflicts with Mindfulness

by [PeopleTalk](#)

"Mindfulness is offered as a way to 'be present and non-judgmental'. Mindfulness is pretty much a household term these days. It can help us improve our mental well-being. In this article, I would like to go beyond the typical explanation of how mindfulness can become part of your daily life."

[Read more ...](#)



One Potential Consequence of Remote Work? More Bullying

by [Fast Company](#)

"Getting a handle on workplace culture is easier when everyone is working in an office together. When employees are working remotely, however, it can leave the door open to problems.."

[Read more here ...](#)



Avoiding the Need for Workplace Dispute Resolution

by [Mediate.com](#)

"Conflict arises in most workplaces at one point or another, but companies who take time to address the unmet needs of their employees may find that they have an easier time preventing or managing conflict overall."

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Quotes on Conflict and Teams

"I am a woman in process. I'm just trying like everybody else. I try to take every conflict, every experience, and **learn from it**. Life is never dull."

Oprah Winfrey

"Conflict can destroy a team which hasn't spent time

"10% of conflicts are due to difference in opinion.90% are due to wrong tone of voice."

Unknown

HR News Corner

Unemployment Statistics

Source: [Labour Force Survey, June 2020](#)

Stated in June 2020 Labour Force Survey:

"As COVID restrictions are eased and economic activity resumes, it is expected that the number of people on temporary layoff will decrease as people return to their previous job or, either by necessity or choice, transition to looking for new work."

	Apr-20	May-20	Jun-20
VICTORIA	7.2%	10.1%	11.0%
VANCOUVER	7.5%	10.7%	13.1%
BC	11.5%	13.4%	13.0%
CALGARY	10.8%	13.4%	15.6%
ALBERTA	13.4%	15.5%	15.5%
CANADA	13.0%	13.7%	12.3%

HR in the News



[334 businesses slapped with COVID-19 health, safety orders: WorkSafe BC](#)
Business in Vancouver, 8 July 2020

[The pandemic is widening Canada's workplace gender gap](#)
BC Local News, 8 July 2020

[Greater Victoria's unemployment rate at highest level since 2001](#)
Times Colonist, 10 July 2020

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