



# Project Pointers

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Recent issues of Project Pointers have addressed project communication. In some universal reflection of this topic, I've been receiving an unusually large number of calls from colleagues who are dealing with employee conflicts. In all cases, communication and "being right" rest at the heart of the problem. Personality disputes, work style clashes, mean spirited attacks—you name it. While I've helped in a variety of situations, achieving marked results in just a few weeks, I do have a collective sense of too many good people being worn out from these conflicts.

I'm enclosing two articles related to aggressive behavior in the workplace. While they are written for a female audience, most of the issues also swirl around the heads and desks of male employees. I hope you find these to be helpful. I also am available for organizational situations that require more than reading—and please feel free to call if you'd like to talk.

At the other end of the spectrum, I'm hearing from committed nonprofit professionals who feel unable to voice their opinions or ideas because of intolerant colleagues or bosses. As we all maneuver through a society that is deeply divided by political and personal beliefs, I offer a gentle reminder that we must focus on the work and needs of those whom we serve and try to move beyond ourselves.

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Best wishes,