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SUSTAINABLE FISHERIES MANAGEMENT PROJECT (SFMP)

Hownam Dialogue: Conflict Management Training Report



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THE
UNIVERSITY
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Cover photo: Participant in a yarn exercise as a form of introduction in the hownam dialogue. (Photo by CEWEFIA)

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Spatial Solutions:	http://www.spatialsolutions.co/id1.html

ACRONYMS

CCM	Centre for Coastal Management
CEWEFIA	Central and Western Region Fishmongers Improvement Association
CRC	Coastal Resource Center
CSLP	Coastal Sustainable Landscape Project
DAA	Development Action Association
DFAS	Department of Fisheries and Aquatic Science
DMFS	Department of Marine Fisheries Sciences
DQF	Daasgift Quality Foundation
FtF	Feed the Future
GIFA	Ghana Inshore Fishermen's Association
GIS	Geographic Information System
GNCFC	Ghana National Canoe Fishermen's Council
HM	Hen Mpoano
ICFG	Integrated Coastal and Fisheries Governance
MESTI	Ministry of Environment Science and Technology
MOFAD	Ministry of Fisheries and Aquaculture Development
NDPC	National Development Planning Commission
NGOs	Non-Governmental Organizations
SFMP	Sustainable Fisheries Management Project
SMEs	Small and Medium Enterprises
SNV	Netherlands Development Organization
SSG	SSG Advisors
STWG	Scientific and Technical Working Group
UCC	University of Cape Coast
URI	University of Rhode Island
USAID	United States Agency for International Development
WARFP	West Africa Regional Fisheries Development Program

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SECTION 1: INTRODUCTION

The Hownam dialogue is a group development strategy that has been designed by SNV under the Sustainable Fisheries Management Project (SFMP) to help women and women groups to understand leadership, and develop the important skills needed in taking up leadership roles.

It is also to help understand group dynamics, and encourage informal discussions at their meetings on issues affecting the group and communities and to solicit support from each other.

The focus for this training was conflict management in four communities trained in hownam dialogue in Elmina, Moree, Anlo and Sekondi. The table below shows the number of participants by gender

SECTION 2: GROUP DEVELOPMENT TRAINING (HOWNAM DIALOGUE)

Table 1: Number Of Participants

NAME OF COMMUNITY	MALE	FEMALE	TOTAL
ELMINA	5	22	27
MOREE	5	34	39
ANLO	4	26	30
SEKONDI	12	26	38
TOTAL	26	108	134

SECTION 3: METHODOLOGY

Interactive training

Each participant was considered as both a student and a teacher. They had the opportunity to work in groups and took active part in the training.

Practical learning

The Participants gave practical examples on conflict and how they were able to resolve it.

SECTION 4: ROLE PLAY

Rope exercise:

This is to help members in the group to understand that it is good to compete, but there is the need to compromise with each other in order to reach the targeted objective.

It also helps the group to appreciate the effect of conflict and how it can lead to the collapse of the group



Figure 1: Participant in a rope exercise at Anlo

Orange exercise:

The orange exercise helps the group to come to a common decision when there is a conflicting situation.



Figure 2: Participants in the orange exercise

SECTION 5: OUTCOME OF THE TRAINING

The Participants experienced and trained on group dynamics. Participants understood how power, authority and leadership play out in a group. Participants understood group conflict management. Participants leadership ability and conflict management skills were developed.

The participants were made to know what conflict management is its benefits. Through discussions and role play they realized that conflict is: An active disagreement between people with opposing opinions or principles

Also conflict refers to some form of friction, disagreement or discord arising within a group when the beliefs or actions of one or more members of the group are either resisted by or unacceptable to the one or more members of another group.

The participants were made to know that conflict can sometimes support organizational goals. Indeed, too little conflict may lead to apathy, lack of creativity, indecision and missed-out deadlines. Clashes of ideas about tasks also help in choosing better tasks and projects.

The following were the common ways of dealing with conflicts:

- Conflict is pretty much inevitable when you work with others.
- People have different viewpoints and under the right set of circumstances, those differences escalate to conflict.
- How you handle that conflict determines whether it works to the team's advantage, or contributes to its demise.
- You can choose to ignore it, complain about it, blame someone for it, or try to deal with it through hints and suggestions; or you can be direct, clarify what is going on, and attempt to reach a resolution through common techniques like negotiation or compromise.
- It's clear that conflict has to be dealt with, but the question is how? It has to be dealt with constructively and with a plan, otherwise it is too easy to get pulled into the argument and even create larger mess.
- Every resolution of a conflict can also feed a new conflict in a group.
- How effectively a group deals with conflict management largely affects the efficiency level of its functioning.

CONFLICT HANDLING INTENTIONS

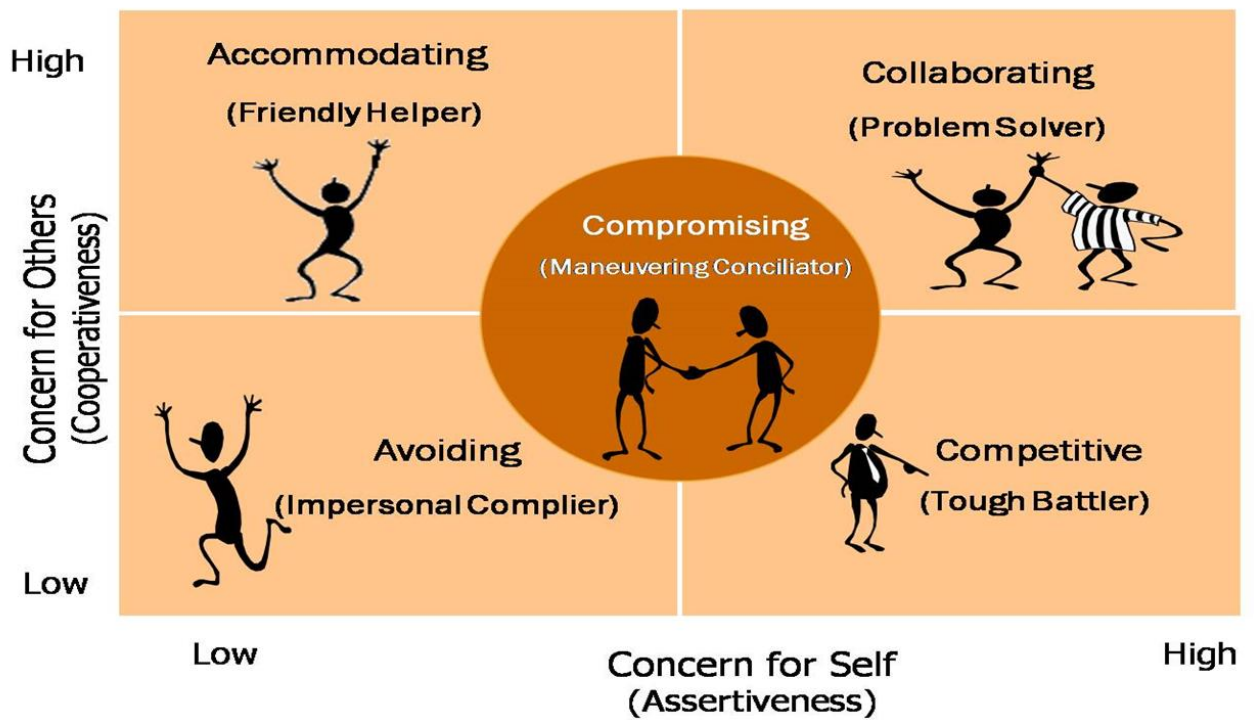


Figure 3: Conflict Handling Intentions

Figure 3 shows conflict handling intentions. The participants resolved to use accommodating (friendly helper) and collaborating (problem solver) to handle conflict in their groups.