Think like an Administrator

Conflict is common within criminal justice organizations. Criminal justice administrators have recognized that the best they can do is manage conflict; eradication of organizational conflict is not only impossible to achieve, it also may be counterproductive. So, the best strategy is to appropriately manage conflict within organizations. Because we know that eradication of conflict is not possible within criminal justice organizations, how do we best manage organizational conflict?

1. Can you harness conflict by encouraging competition among groups within the organization?

2. How much conflict centers on the distribution of resources in the organization?

3. How does the desire for critical information create an atmosphere of conflict across criminal justice organizations?

4. How does a poor reward system create conflict within criminal justice organizations?

5. Describe “de-confliction” within police agencies, especially those agencies focused on multi-jurisdictional drug investigations.

6. How can conflict be used to initiate change within criminal justice organizations?

7. How do you know when conflict is both productive and/or nonproductive?