



Conflict without Casualties: A Field Guide for Leading with Compassionate Accountability

Nate Regier

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“Conflict without Casualties fills a gap by showing leaders at any level how to leverage positive conflict. Practical, insightful, challenging, relevant.

—Dan Pink, New York Times bestselling author

Most organizations are terrified of conflict in the workplace, seeing it as a sign of trouble. But Nate Regier says conflict is really just a kind of energy and can be used in positive or negative ways. Handled incorrectly, conflict becomes drama, which is costly to companies, teams, and relationships at all levels. Avoiding, managing, or reducing conflict is a limited alternative. Instead, Regier explores the interpersonal dynamics that perpetuate drama in organizations through a concept called the Drama Triangle and offers an alternative: the Compassion Cycle. The Compassion Cycle allows leaders to balance compassion and accountability, transforming conflict into a growth experience that enables organizations to achieve significant gains in energy, productivity, engagement, and satisfaction in relationships. Provocative and illuminating, the concepts Regier shares will turn conflict from an experience to be avoided into a partner for positive change.

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