



Global Management Consulting Services

Commentaries and Insights from Allawos & Company

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“Fair Fighting Rules for the Holidays and Every other Day of the Year”

Michael Allawos, Principal Consultant

Whether in a business or in the home there must be “fair fighting rules”. Yes I said fair fighting rules. This may be politically incorrect but we fight, argue and or debate in one manor or another and we must not only admit it but engage in it fairly towards a positive outcome. This is how we learn about ourselves and others when just talking won’t work.

I have and always will be a strong advocate of communication meaning the receiver of a thought or an idea received it exactly as the sender intended it to be sent.

Before you begin, ask yourself why you feel upset.

Are you truly angry because your partner or business associate left food in the break room? Or are you upset because you feel like you’re doing an uneven share of the work load, and this is just one more piece of evidence? Take time to think about your own feelings before starting an argument.

Discuss one issue at a time.

“You shouldn’t be spending so much money or assigning me a larger work load without talking to me” can quickly turn into “You don’t care about our family or you treat the rest of the work force with disdain”. Now you need to resolve two problems instead of one. Plus, when an argument starts to get off topic, it can easily become about everything a person has ever done wrong. We’ve all done a lot wrong, so this can be especially cumbersome.

No degrading language.

Discuss the issue, not the person. No put-downs, swearing, or name-calling. Degrading language is an attempt to express negative feelings while making sure the one you are talking with feels just as bad as you do. This will just lead to more character attacks while the original issue is forgotten.

Express your feelings with words and take responsibility for them.

“I feel angry.” “I feel hurt when you ignore my phone calls or emails.” “I feel scared when you yell.” These are good ways to express how you feel. Starting with “I” is a good technique to help you take responsibility for your feelings (no, you can’t say whatever you want as long as it starts with “I”). And Men this does mean you have to get in-touch with your feeling!

Take turns talking.

This can be tough, but be careful not to interrupt. If this rule is difficult to follow, try setting a timer allowing 1 minute for each person to speak without interruption. Don’t spend the other person’s minute thinking about what you want to say. Listen! (Refer to my other newsletter “Are you Listening”) <http://www.allawosandcompany.com/images/AC-Newsletter-September-2016.pdf>

No stonewalling.

Sometimes, the easiest way to respond to an argument is to retreat into your shell and refuse to speak. This refusal to communicate is called stonewalling. You might feel better temporarily, but the original issue will remain unresolved and the other person will feel more upset. If you absolutely cannot go on, tell the other person you need to take a time-out. Agree to resume the discussion later.

No yelling.

Sometimes arguments are “won” by being the loudest, but the problem only gets worse.

Take a time-out if things get too heated.

In a perfect world we would all follow these rules 100% of the time, but it just doesn’t work like that. If an argument starts to become personal or heated, take a time-out. Agree on a time to come back and discuss the problem after everyone has cooled down.

Attempt to come to a compromise or an understanding.

There isn’t always a perfect answer to an argument. Life is just too messy and complicated for that. Do your best to come to a compromise (this means some give and take from both sides). If you can’t come to a compromise, merely understanding can help soothe negative feelings.

The above is not intended to be the solution to solve communication or even more serious problems but it’s a starting point toward success in your everyday life and well-being. We have enough issues and stress in being Human, why let a little thing like communication get in the way? So whether it’s the holidays with family and friends or at the work place, be mindful on how to fight fairly if there ever was such a rule this is what separate us Humans from the animals! Allawos & Company can help you and or your company to facilitate better communication skills reaching new heights of prosperity and well-being.

Allawos & Company is there to help you ask and answer the tough questions whether it’s finally getting to writing that business plan or updating one, performing badly needed market research, performing strategic company alignment, employee surveys, turning the company around or simply not knowing where to start; calling on the specialists at Allawos & Company can be your first step in moving forward.

About Allawos and Company, LLC

Allawos & Company is a comprehensive global management business-consulting firm, tuned to enable organizations to identify and exploit opportunities through creative engagement built on a foundation of decades of senior management experience.

We are a global management consulting firm specializing in business plans, business development, corporate development, contract negotiations, employee surveys, strategic planning and turnarounds.

We service the aerospace industry to healthcare, semiconductor to farming and most industries in between.

Our comprehensive consulting services improve the client's condition and leaves behind the tools for growth.

Michael Allawos
*President & CEO
Principal Consultant
California, USA*

Larry Vertal
*Senior Consultant
Corporate Development
California, USA*

**Ambassador Werner
Brandstetter**
*International Diplomat &
Strategist, Vienna*

Albert van Rensburg
*Senior Consultant
International Bus. Dev.
Gauteng, South Africa*

James Kohlhaas
*Senior Consultant
Systems Integration
Washington DC, USA*

Dennis Alfieri
*Senior Consultant
Real Estate/Gov. Affairs
California, USA*

Stephanie Jones
*Senior Specialist
Employee Relations
California, USA*

Jim Shivers
*Senior Specialist
Water Treatment
California, USA*

Magnus Caspar
*Senior Consultant
Basel, Switzerland*

Dr. David French
*Senior Consultant, Human
Development
California, USA*

Alex Kam
*International Trade Specialist
China & Hong Kong*

William (Bill) Dykes
*Senior Business Consultant
Texas, USA*

More information is available at
<http://www.allawosandcompany.com>
or by calling (626) 335-5015 or (626) 824-4546