

# Diplomacy and Conflict Resolution

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## What is diplomacy?

- Diplomacy is the ability to compromise, gain support for your ideas, and work to accomplish your goals while focusing on the issues rather than on the person.

### Why diplomacy?

- Diplomacy and conflict resolution are indispensable qualities for delegates to acquire. With diplomacy, much can be accomplished. Without it, very little is achieved.

### How do you do it?

- While theories abound as to how to effectively be diplomatic and resolve disputes, there are a few key techniques that can apply to almost every situation.
- Before you even begin discussing an issue, introduce yourself and get to know the delegates.
  - Don't be an overt "schmooze" because people catch on and it can be annoying.
- Start out by asking others what they think about a topic, listen to them sincerely, and compliment them on their logic.
- Never argue or tell others that they are wrong. Rather, gently try to persuade them over to your way of thinking.
  - Incorporate their good ideas into your plan.
  - Be flexible and willing to compromise up to a point (decide how far you are willing to go).
- Work with those who support you and convince those that don't.
- Always focus on the issue, not the person. Remember, the delegate is representing a government and their points of view, just like you.
- Look for those not working with any particular group and include them. The more support you can gather, the easier it will be to convince the rest of the committee.
- Make an early concession. At the beginning of negotiations, be the first one to satisfy a request from another delegate on a point that is of extreme importance to him or her. They will do the same for you later on.
- Diplomacy is about consensus. If you take a maximalist point of view, you will find that very few people will be willing to work with you, and achieving your goals will be much more difficult.
  - Humility with a sense of dignity can be a great asset.
- Compromise. A good negotiator is aware of what he or she can and cannot compromise. It is smart to be in an initial position that you can compromise so that later you can request others to compromise on things that are of utmost importance to your country. Remember never to hand over the principles behind your goals.
- Be calm and reasonable throughout the whole process. It is easy to stay positive when things are going your way; the key is to stay composed even when you feel stressed or face some unexpected drawbacks.