



**FROM ALEPPO SYRIA**

**TO**



**CHARLOTTE N.C.**

## **PRACTICAL PLANS TO HUMAN UNDERSTANDING**

**BY**

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What should be done with the current difficulties in Charlotte North Carolina? How does it relate to larger and longer lasting international conflicts such as Aleppo?

The answer is simple as a class of life when difficulties turn into systemic problems, and are not resolved through negotiation, mediation or other means of conflict resolution. These problems don't go away. They grow and manifest themselves in personal, national or international human interaction.

Violence is a communication about a lack of communication. If the problems we face are not addressed and explored to their foundations they become like land mines waiting for someone or group to trip over and detonate.

Without a desire to resolve these differences the violence that we see today will only be a harbinger of tomorrow. As Dr. Bill Pemperton stated in his

book, “The major problem facing our planet today is our reaction to people who are shockingly different than us.”

Religion and conflicts about inequity are deep and lasting issues which polarize people. Jesus says, ‘And you will hear of wars and rumors of wars. See that you are not troubled; for all these things must come to pass, but the end is not yet,’ as this is a truism we need to consider the answers that we can use to address these difficulties.

The steps to resolve a conflict from bedroom to boardroom to battle field are simply a matter of logic and motivation. If we fail to find the will to honestly and openly confront our differences Charlotte and Aleppo will simple be repeated over and over.

Here is a 10 steps plan to replace crisis with communication and destruction with productive dialogue. There is a logic that all sides should follow and remember as they attempt to engage in conflict resolution.

#### **BASIC ASSUMPTIONS TO KEEP IN MIND**

1. When tempted to fight fire with fire, we need to remember that fireman usually use water. And when they do use water they pointed it at the base of the fire. Practically that means, before applying a solution an accurate assessment of the problem is first necessary and appropriate.
2. Everyone involved in the conflict believes on some level that their participation is justified and necessary.
3. All participants have the possibility of being either the source of conflict resolution or conflict escalation. Keep in mind, authoritarian behavior generally provokes an equally recalcitrant response.
4. A closed mind calling another mind closed does little to open avenues of communication
5. It must be kept in mind that whatever the situation is today, it is a reflection of past deeper underlying difficulties within the community.

6. It must be recognized that there is no one solution to any conflict that will resolve it.
7. The use of the overwhelming force is just that, overwhelming and generally causes more problems than granting lasting solutions.
8. The key word to keep in mind is RESPECT for all sides and all positions regardless of how difficult that challenge is. If information is to be gathered, it must be given by those who have accurate data, to those they see and trust as “honest brokers” without hidden agendas.
9. Perhaps the key point to keep in mind in any attempt to resolve a conflict is that, *No problem can be resolved on the level at which it develops*. A helicopter view is necessary.
10. Distrust is always present and surfaced at times when conflicts are manifested.

#### **A TACTICAL PLAN OF ACCURATE INFORMATION GATHERING**

An accurate assessment of the problem is best obtained by speaking with those in positions of authority about their assessment of the situation, and their statement of what they feel are unaddressed needs and inequities.

It must always be kept in mind that all individuals involved in a conflict have positions that they believe justify that involvement. Their motivation must be assessed in terms of who they are, their role in the conflict, and the impact of that role in the overall escalation or de-escalation of the situation.

Before any action is taken by anyone to resolve the conflict an accurate picture from all sides must be obtained and evaluated.

Violence is a communication about a lack of communication. The underlying causality must be clearly understood and put in a perspective that provides accurate information, and exposes obvious alternatives that will de-escalate the conflict.

It is essential to not make any public statement without first being able to accurately articulate all sides of the argument to the satisfaction of those

individuals representing the various factions in the conflict. The gathering of this information must be done discreetly, accurately, and quickly.

Public statements to the media must be carefully thought out in advance lest the conflict become exacerbated. Experienced clear thinkers must be discreetly dispatched to the area to meet with the authorities who are attempting to manage the difficulty.

At the same time those same individuals must find avenues that will allow them to discreetly meet with and get an accurate reading from those involved in the conflict from all sides, that is, those opposing the authorities as well as, law-enforcement representatives in the situation. It's generally better to massage an ego than bruise one.

Those individuals assigned the task of gathering information and reporting back must be able to quickly assess the key players who are able to provide accurate dispassionate information.

The crisis management team must be limited to a small number of trustworthy individuals who can accurately and quickly assess the situation. They should report only to the most senior individual or individuals charged with gathering an accurate picture of the situation. Those who will be doing this task must be given a letter of authorization stating their authority from the most senior individual, acknowledging their authority to make an inquiry. This letter should also provide those reading the letter with the assurance that the data gathered will be held in strict confidence, and use for planning purposes and de-escalation of the situation.

Absolutely no official comment should be made prior to the completion of the above steps.

Once the data is gathered and assessed accurately, those individuals and organizations tasked with the resolution of the conflict should be contacted prior to the implementation of a strategic plan of response. This should be done quickly providing a "heads up" for the authorities and in limited situations shared with those participating in the demonstrators who are genuinely concerned with stopping conflict and increasing dialogue with dissidents.



ref.: Matthew 24: 6-7

Pictures CBSN and eaworldview

Sanity for Survival by William Pemperton (1989)

\*Dr. Barry Austin Goodfield was an adviser to the United States Commission on Civil Rights and has served internationally as a key advisor or negotiator in many world conflicts over the last 30 years. Interested to read more articles he wrote [click here](#).

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