[Name of the Writer]

[Name of the Institution]

**Frame Conflicts**

The framing of conflict is essential in the aspect that it affects the development of conflict, as framing helps in understanding the existence of these conflicts. While a conflict occurs in an organization, frames are the mode of accumulating and analyzing the information regarding issue and position the action plan. Likewise, reframing is also essential in the matter of resolving conflict through framing (Bolman & Deal, 2017). It processes the information through linguistic cues, message patterns, and socially provided meaning of the organizational conflict which is under the process of framing. Hence, the process of framing the conflict sometimes requires a different approach, but these different approaches may enhance the misunderstandings of a situation and make it more complicated.

The frames which are intractable in the given conditions, such as, social, personal or institutional settings are more stable contributing to the inflexibility of the organizational conflict. As in a video about the crucial skill for tomorrow's leaders, it shows how the characteristics of a leader vary according to every person (YouTube). This shows different dynamics of models for framing the future role of a leader in an organization, without which they would not be able to live or flourish. In such conditions, one or more frame helps make the issue less complicated and easy to understand. All the elements narrated by these people in the video can be applied to the role of future leaders as they are all possibly the best characteristics for a leader.

However, there are certain circumstances under which one or more frame will further aggravate the issue in an organization rather than making it less complicated, such that cultural-based dissension in an organization should not be dealt with all the frameworks. The best-suited frame for this issue is a cultural framework, and through this, the problems can be resolved in an organization related to the disagreement based on culture.

**References**

Bolman, L. G., & Deal, T. E. (2017). *Reframing organizations: Artistry, choice, and leadership*. John Wiley & Sons.

*The Crucial Skill for Tomorrow's Leaders. (2019). YouTube. Retrieved from https://www.youtube.com/watch?v=kb2PI0LaxGE*