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	Sommario/riassunto	Conflict is inevitable when people work together, and it's one of the most difficult challenges facing managers. But it's a challenge that

successful leaders learn to address. Managers who develop an understanding of difference without judgment and are willing to see more than one perspective or solution are in a good position to manage conflict with their direct reports. Conflict between managers and direct reports highlights a power relationship and affects the work itself-the tasks for which managers and direct reports share responsibility. Managers who look to see both sides of conflict ca