

Managing Conflict at Google

Google was founded in 1998, ever since we have evolved with the world and its fast-paced demands, and we are still only 21 years old.

What causes conflicts the first place?

- Fear - Economy
- No promotion
- Miscommunication
- Loss of motivation



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At Google, we accept difference – we celebrate it, we support and we thrive on it for the benefit of our employees
(Careers.google.com, 2019)

Our culture is to build for everyone

- We offer First Class life to everyone
- We encourage communication amongst employees
- We are inclusive, and we support equal opportunities and development training
- We create a positive and active workspace
- We will push our employees to thrive



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According to Hornsey, 2019 google employees are highly talented, because they are prepared with additional skills, learnings and knowledge; we prefer not using traditional methods.

Last case scenario and traditional methods policies and procedures

- Depend on the issue
- We talk and mediate without taking sides
- We encourage employees to chat and resolve it in between themselves
- Warning
- Suspension
- Disciplinary letter
- End of a contract
- It rarely happens
- Our culture works, and there's no need for competition

References

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