

## **UBC Sustainability Scholars Program**

### ***Building Conflict Resilience through Theatre for Living: Exploring UBC Experiences of Engaging in 'Conflict Theatre' as a workplace learning strategy.***

#### **Executive Summary**

This project intended to explore how an interactive theatre-based learning strategy affects participants' awareness and understanding of conflict in the workplace. We developed a qualitative study that recognized the multicultural context where participants are immersed in, focusing on their analysis of concepts like power and equality. This study was concerned with the potential shifts in participant's abilities and thoughts on conflict in the workplace after participating in several sessions of Conflict Theatre. We were also interested in participants' resilience capacity around conflict and difficult conversations in the workplace.

As part of a larger internal UBC learning initiative with Managing@UBC, the project "Building Conflict Resilience through Theatre for Living: Exploring UBC Experiences of Engaging in 'Conflict Theatre' as a workplace learning strategy" aimed at supporting leadership at UBC among its staff. The study that I was a part of was developed in UBC HR (Human Resources). The investigation team was conformed by HR members and myself. My role involved helping design, refine and implement interview guides, pre/post questionnaires, and journaling guidelines, as well as attending the Conflict Theatre Summer Intensive sessions as a participant observer. I was also in charge of conducting a preliminary literature search of relevant theoretical foundations of our research.

The study was developed successfully and the research team will now continue analyzing the data. All deliverables were completed and the learning process for me as a Sustainability Scholar was tremendously fruitful. I was able to attend the Conflict Theatre sessions and thus witness and experience –both as a participant and as an investigator– the shifts in how we think about conflict. I was also able to make useful connections between the theoretical background that I was investigating about and the practical aspects of Conflict Theatre in those sessions. I also learned new concepts such as "social sustainability", which helped me make sense of the work that I was developing as part of the Sustainability Scholars Program. I would recommend this experience to anyone interested in spending some time in their summer doing meaningful work and learning at the same time.