



**ECEN 4013**  
*Design of Engineering Systems*

# **Agenda**

**Conflict Resolution**  
**Group Dynamics**  
**Electrical Safety with Greg Hogan**

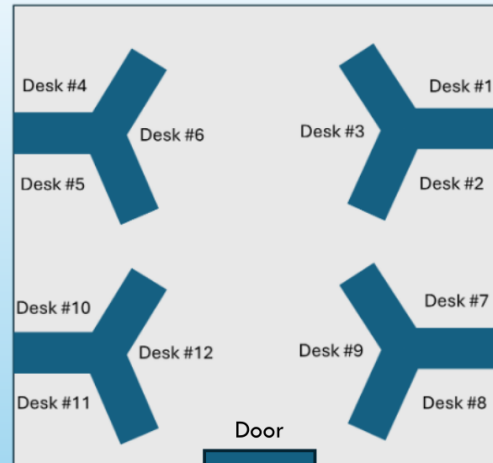


# TA Schedule

**Welcome to the  
New Learning Hub  
ECE GTA Center (242 ES)**

**One-stop-to-meet-all**

**ECE GTA Center Desk Map**



Courses	Instructor	GTAs	GTA Office Hour	Desks
ECEN2714 Fundamentals of Electric Circuits	Dr. Yen	Ethan Renard/Arastoo Salimi	T 3:00PM - 4:30PM, W 8:45AM - 10:15AM	#5
ECEN2233 Fundamentals of Digital Logic Design	Dr. Stine	Thomas Kidd/Rachana Erra/Zach Wilson	M/W 5:00PM - 6:00PM	#2
ECEN3714 Network Analysis	Dr. Y Zhang	Sungjoo Chung	T/R 3:30PM - 5:00PM	#7
ECEN3903 Semi-conductor	Dr. Piao	Nafiseh Farahzadi	M/W 2:30 PM- 4:00 PM	#1
ECEN4013 Senior Design I	Prof. Lannan	Haya Monawwar	M/W 11:00AM- 12:30PM	#4
ECEN4024 Capstone Design	Prof. Lannan	Jikui Zhao	M/W 11:00AM- 12:30PM	#10
ECEN3113 Energy, Environment & Economics	Dr. Nazaripouya	Mahmuda Akter	T/R 3:00PM - 4:30PM	#11A
ECEN3314 Electronics Device	Dr. Hu	Haniye Mehraban/Azmeen Rahman	W 12:30PM-1:30PM, R 12:00PM - 2:00PM	#11B
ECEN4313 Linear Electronics	Dr. Hu	Saif Mostafa	T/R 1:00PM - 2:30PM	#12A
ECEN4273 Software Engineering	Nate Lannan	Cale England	R 3:00PM - 5:00PM	#12B
ECEN4503 Probability & Statistics	Dr. Cheng	Md Mahudual Hasan	M/W 11:00PM - 12:30PM	#8A
ECEN4613 Microwave Engineering	Dr. O'Hara	Brenden Martin	T/R 3:30PM-4:30PM	#8B
ECEN3613 Applied Field I	Dr. W. Zhang	Brooke Desai	T/R 1:30PM-2:30PM	#9A
ECEN3623 Applied Field II	Dr. Bunting	Carly Gotcher	M 10:30AM-12:30PM	#9B
ECEN4010 Python Programming	Dr. Stine	Thomas Kidd	M/W 3:30PM - 4:30PM	#3A
ECEN3513 Signal Analysis	Dr. Young	Ryan Lucas	M/W/F 1:30PM-2:30PM	#3B
ECEN4010 Mobile Robotics	Dr. Sheng	Zhanjie Chen	W/R 2:00PM - 3:00PM	#6A
ECEN4303 Digital IC Design	Dr. Das	Hridi Prova Debnath	T/R 3:00PM - 4:30PM	#6B

# Undergraduate Research Opportunity

Dr. Shahriar Shahabuddin is looking for new undergraduate research students

- Did you enjoy Digital Logic Design?
- Do you feel comfortable using System Verilog and programming to an FPGA?

Contact Dr. Sha at [shahriar.shahabuddin@okstate.edu](mailto:shahriar.shahabuddin@okstate.edu)

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# Conflict resolution

Conflict and argument is a natural part group dynamics.

When conflict arises negotiation should take place.

Goals:

- Produce a solution all parties can agree to
- Work as quickly as possible to find a solution
- Improve not damage relationship between groups in conflict

# 7 steps for conflict resolution

## 1. Understand the conflict

- Interests
  - What are my interests?
  - What do I want, what do I need?
  - What are my concerns, hopes, fears?
- Possible outcomes
  - What types of agreements might we reach?
- Legitimacy
  - What might convince both parties that the agreement is fair.
- Their interests
  - What might their interests be?
  - What might they want and need?
  - What are their concerns, hopes, and fears?

# 7 steps for conflict resolution

## 2. Calmly Communicate

- Listen
  - You may not agree with them, but recognize what they are saying.
- Let everyone participate who wants to
- Talk about emotions
- Do not react to emotional outbursts
  - Apologies are not costly and go a long way toward resolution
- Be an active listener
  - Rephrase what has been said to affirm that you have heard and recognize it

# 7 steps for conflict resolution

## 2. Calmly Communicate (cont.)

- Avoid targeting in speech
  - Avoid statements like "You haven't done anything all week!", and instead use "I am feeling frustrated that we haven't made any progress on the counter circuit this week"
- Be concrete but flexible
- Avoid judgements
- Work to find a solution together
  - Avoid throwing up your arms and saying "Well, it is up to you to find a solution now"
- Find a way to make their decision an easy one
  - Egos are real. Try to find a way that the other party can agree with you without looking weak or vulnerable

# 7 steps for conflict resolution

## 3. Brainstorm possible resolutions

- Meet with **entire** group in an informal setting
- The professor can act as an unbiased facilitator
- Have a clear statement of what is to be brainstormed
- Work on producing as many ideas as possible, do not judge or criticize yet. Maximize options.
- Look for win-win solutions



# 7 steps for conflict resolution

## 4. Choose the best resolution

- Review the ideas and mark the best ones
- Set a time to discuss these solutions and determine which is best.
- Find the most mutually beneficial solution.

# 7 steps for conflict resolution

## 5. Use a third party mediator

- This could be the professor, but this can add an intimidation factor that may not be beneficial
- Mediators can be used for
  - Brainstorming and choosing a resolution
  - Setting ground rules
  - Suggesting compromises
  - Being a listener
  - Looking for win-win alternatives
  - Keeping both parties focused
  - Protecting the egos of both parties
  - Writing a draft of the agreement

# 7 steps for conflict resolution

## 6. Explore alternatives

- At what point do you walk away from negotiations?
- What are your alternatives if you cannot come to an agreement?
- What alternatives might they have and how can you present choices that are better than their alternatives.

# 7 steps for conflict resolution

7. Coping with stressful situations and pressure tactics
  - What if they refuse to talk or meet with you?
  - What if they are putting extra pressure on you to make quick decisions that are in their favor?
  - Stay calm and go slow
  - Talk about the pressure tactic without judging
  - If they won't budge, treat their position as a real possibility. Ask lots of questions and listen to their logic. The more you know where they are coming from, the better the solution that you can create.
  - Decide on your best alternative and be prepared to walk away.

# Ideas for creating good group dynamics

- Enhance team culture
  - Hang out together in a setting that does not involve engineering and this class
  - Build a good communication structure
    - Groupme, slack, wechat, discord ...
    - Convenience is key
  - Pay attention to each other and try to spot trouble before it is out of hand
  - You are part of a whole, and are connected by a common goal. Have pride in yourself and in your work.

Questions?