



# ADR Lunchtime Series



**Guest Speaker:**  
**Chaplain (Col.) Kenneth Williams**  
*Senior Military Fellow*  
*Department of Ethics, National Defense University*

## The Cost of Workplace Conflict: Neutralizing Toxic Behaviors and Their Effects

A recent survey of senior government and military leaders revealed that on average, each had served nearly three toxic leaders in 18 years of service. Toxic leaders and colleagues, including workplace bullies, create a tax on their organization and its members that can result in wasting resources, degrading performance, and costing productivity. This session will explore the term toxic leadership, discuss the specific costs of tolerating hostile workplace behaviors, identify the causes of toxicity, and recommend elements of a strategy for organizations to neutralize toxic behaviors by creating cultures of respect.

## Interagency ADR Working Group

The Interagency Alternative Dispute Resolution (ADR) Working Group was established by Presidential Memorandum dated May 1, 1998, to assist Federal agencies in developing and implementing ADR programs. The Working Group's members are ADR professionals in agencies across the Federal Government. The President appointed the Attorney General as the leader of the Interagency Working Group. The Interagency ADR Working Group is the central forum and resource for information about the Federal Government's use of ADR. The Working Group advances the use of ADR through coordination of multi-agency initiatives, promotion of best practices and programs, and dissemination of policy and guidance.

The Alternative Dispute Resolution (ADR) Office is the Department of Energy's representative on the Working Group and its Workplace Conflict Management Section. These ADR Lunchtime Series are hosted by DOE and coordinated by ADR Office staff.

For more information, DOE staff and contractors should contact the ADR Office at [ADROffice@hq.doe.gov](mailto:ADROffice@hq.doe.gov) or 202-586-4002. For technical assistance during the presentation, please text 240-361-7607.

If contractor employee attendance is during billable work, prior to attending, contractor employees should consult with their employer, who will coordinate with the contracting officer.

**December 12, 2019**

**12:00 - 1:30 pm ET**

*Informal Networking and  
Refreshments at 11:15 am ET*

**U.S. Department of Energy**  
950 L'Enfant Plaza SW  
7th Floor, Room 7140  
Washington D.C. 20024

### To Listen via Phone:

Call 1-415-527-5035

Access code: 904 412 243

Press # to disregard Attendee ID prompt

Email questions to

[ADROffice@hq.doe.gov](mailto:ADROffice@hq.doe.gov)

### To Attend via WebEx:

<http://doe.webex.com>

Meeting Number: 904 412 243

[Click Here for Direct Link](#)

*"I will call in" for audio has the best reception.*

**Use WebEx chat to submit  
questions for the speaker.**