

objectivist view at the expense of the subjectivist view and have therefore neglected the impact of perceptions, aims, and preferences in conflict situations.

Within a contingency approach, conflict was explained to be a "dynamic process of subjective and objective elements that vary in the primacy of their influence throughout the course of a conflict and over different conflicts. That is, these elements vary in the centrality of their role in escalating and, hence, their potential for de-escalating the process."

Following a brief review of the major contributors to the development of social-psychological approaches to conflict analysis and diagnosis (Azar, Burton, Beres and Schmit, Deutsch, Kelman and Cohen--refer to Appendix E), the importance of sequencing conflict intervention was addressed. The presentation contrasted two "types" of third-party intervention which appear to differ in the emphasis placed on substantive (interests) versus interaction/process issues, i.e., mediation versus consultation. The chart in Appendix V illustrates the subjective and objective influences of a conflict dynamic which must form the basis for an appropriate and effective intervention strategy. Drawing on Glasl's stages of escalation (1982), and Azar's notion of longitudinal protractedness (1983), it was argued that intervention must correspond to the structure and dynamic of conflict escalation. Thus any management or resolution strategy (conciliation, consultation, negotiation, power intervention) must be sequenced to correspond to the conflict.