

Navigating difference and disagreement

Joel Chippindale

LeadDev Berlin, November 2025



What we are doing...

- Introduction
- Reflecting on our own experiences of navigating disagreement
- Reflecting on how our team handles disagreement
- Developing our ideas about creating healthy dynamics
- Wrap up

Joel Chippindale

- CTO Coach at Monkey's Thumb
- Member of the Founder Coaches Network
- Former CTO, COO and software developer



Shared container

We'd value

- Self-management
- Sharing time to speak
- Curiosity and non-judgement

We're mindful of...

- Sensitive topics or information
- Jargon/different languages
- Processing styles & speeds

...anything else?

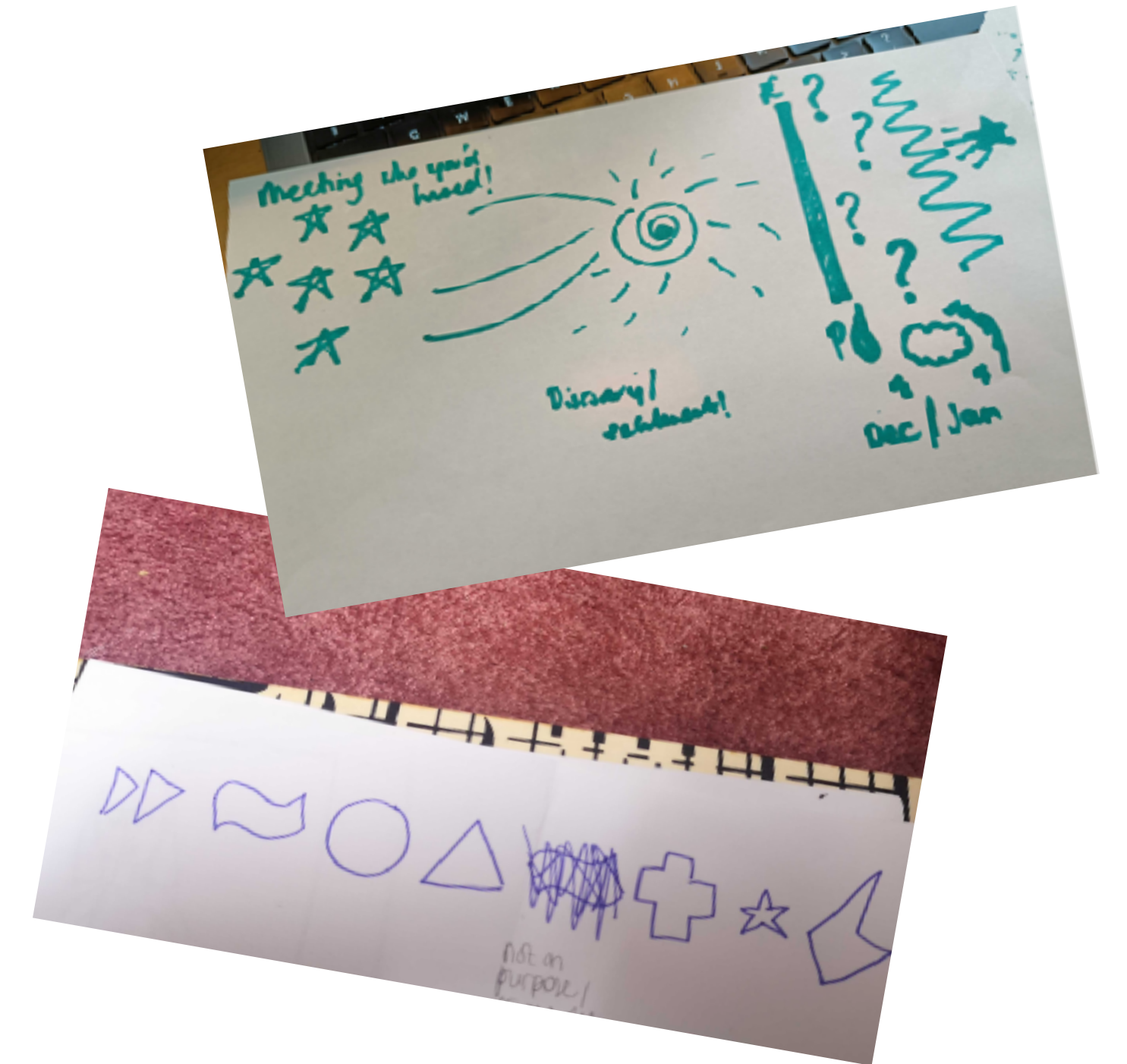
“The discomfort we experience is a sign we are getting close to a subject that matters”

— Darren Chetty from
How to disagree: Negotiating difference in a divided world

Activity

**Using shapes only, draw
an experience of when
you've been involved in
OR avoided conflict/
disagreement**

5 mins



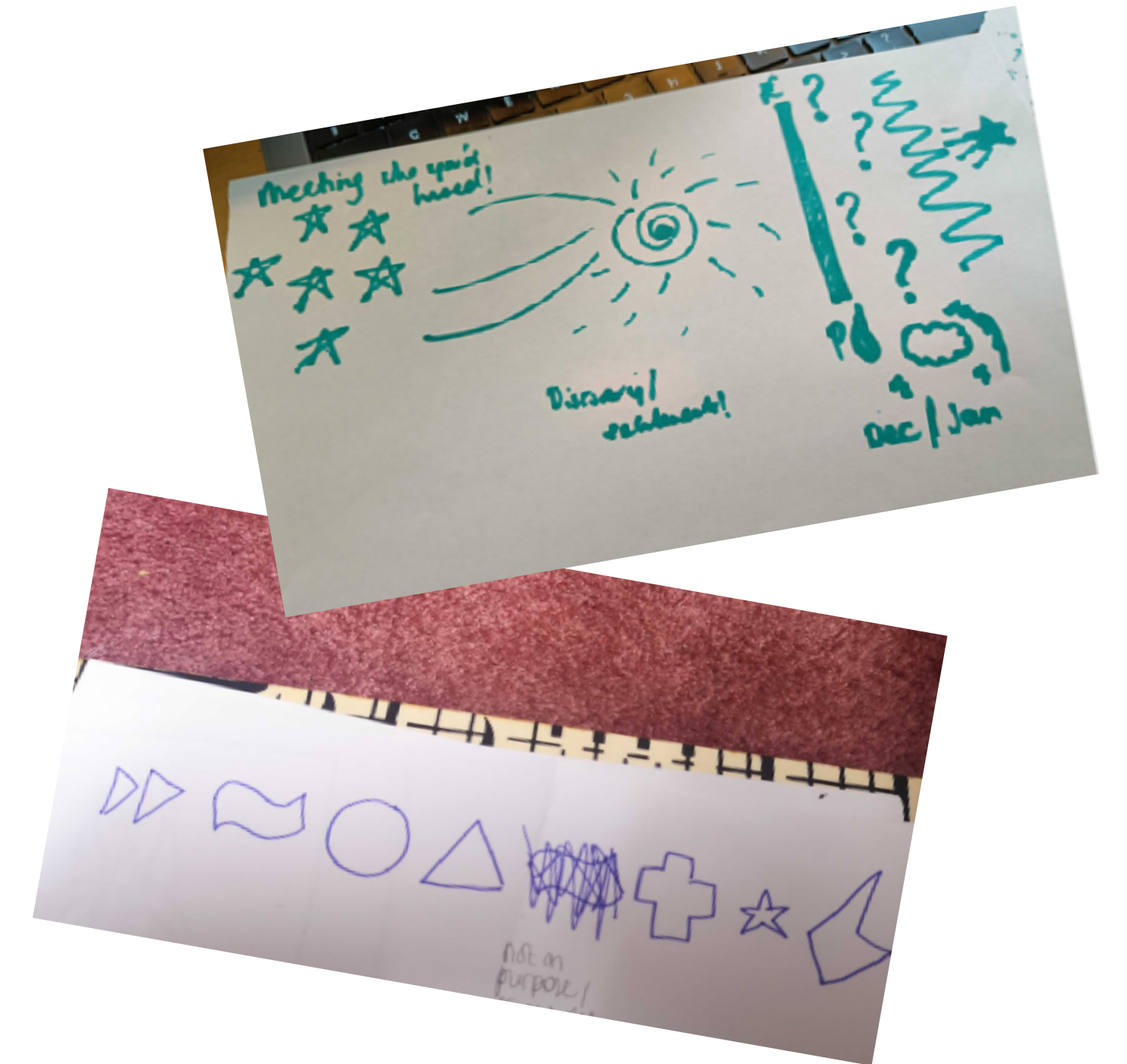
Deep listening

**Listen to your partner sharing
the meaning of their shapes**

Ask open questions

**Reflect back your
understanding**

14 mins

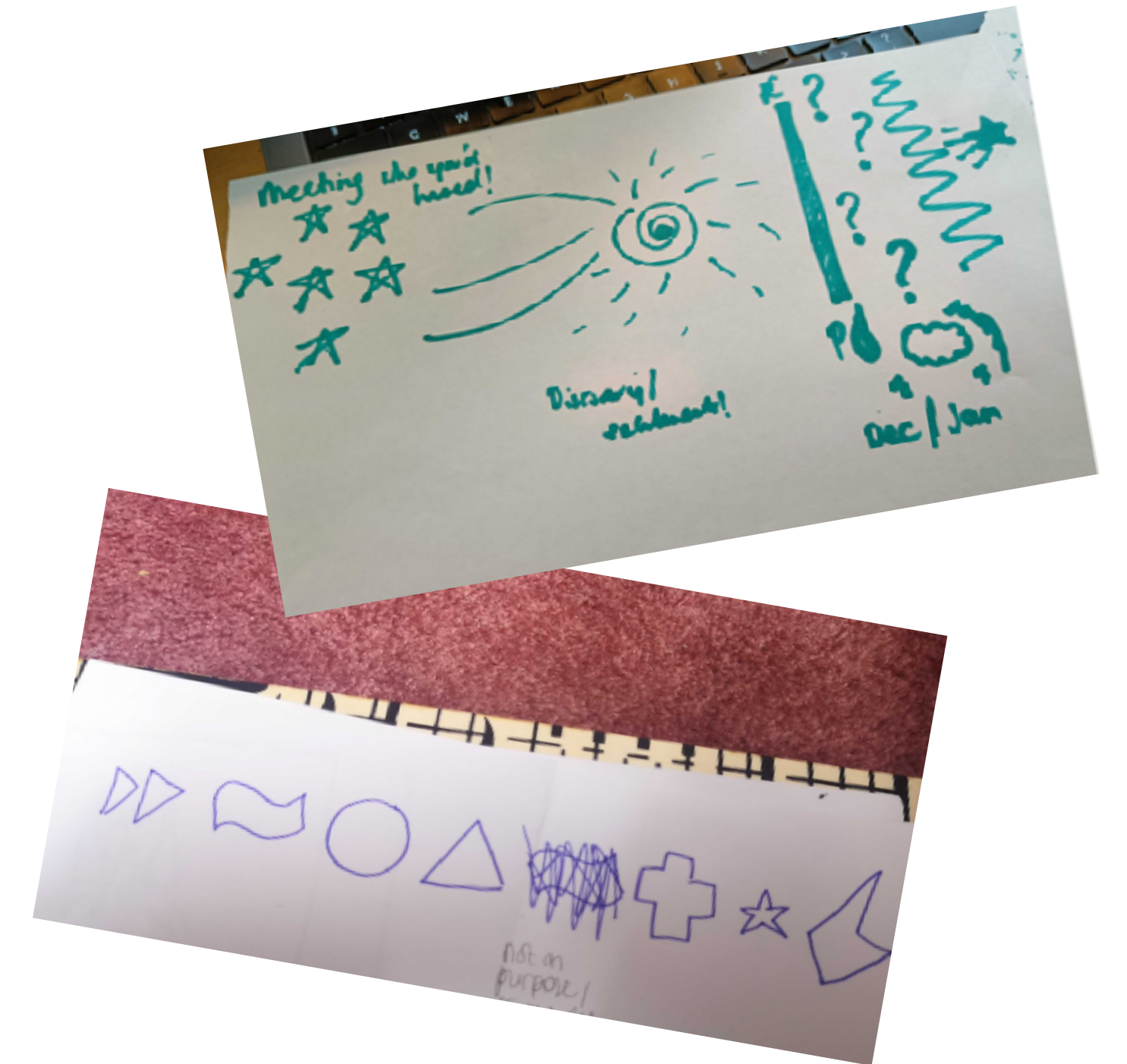


Reflections

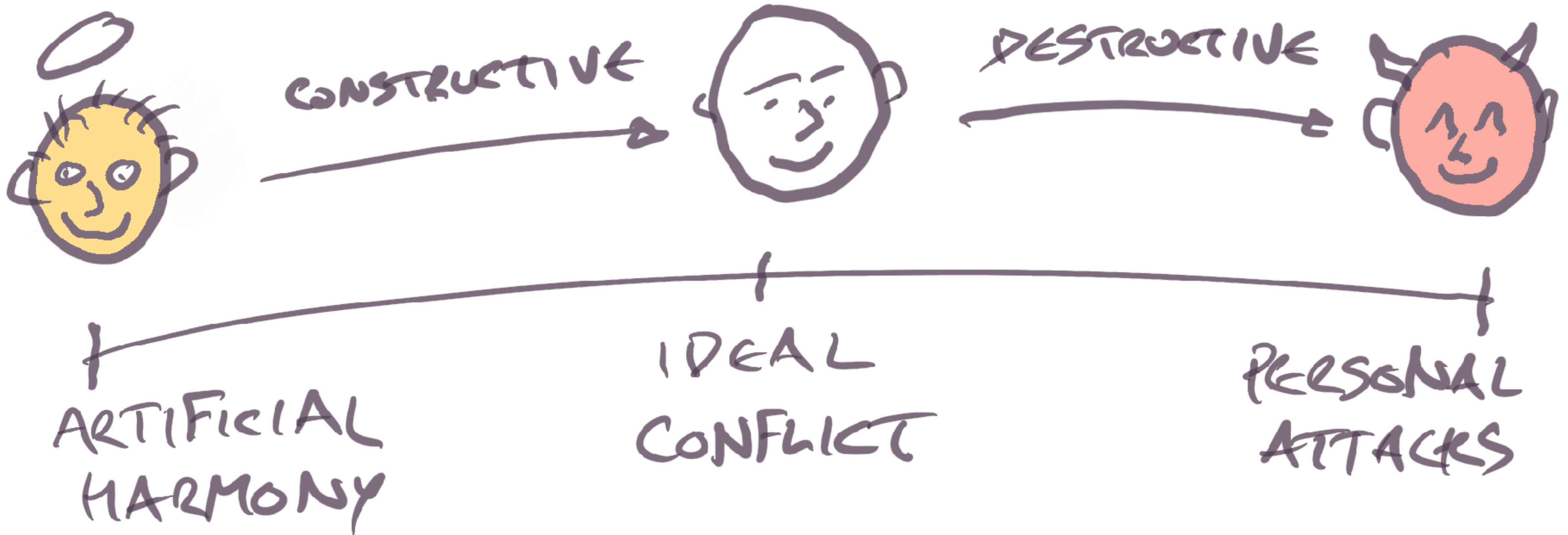
What did you learn about how you or others navigate difference or disagreement?

In what scenarios might this type of exercise be helpful?

5 mins



LENCIONI'S CONFLICT CONTINUUM

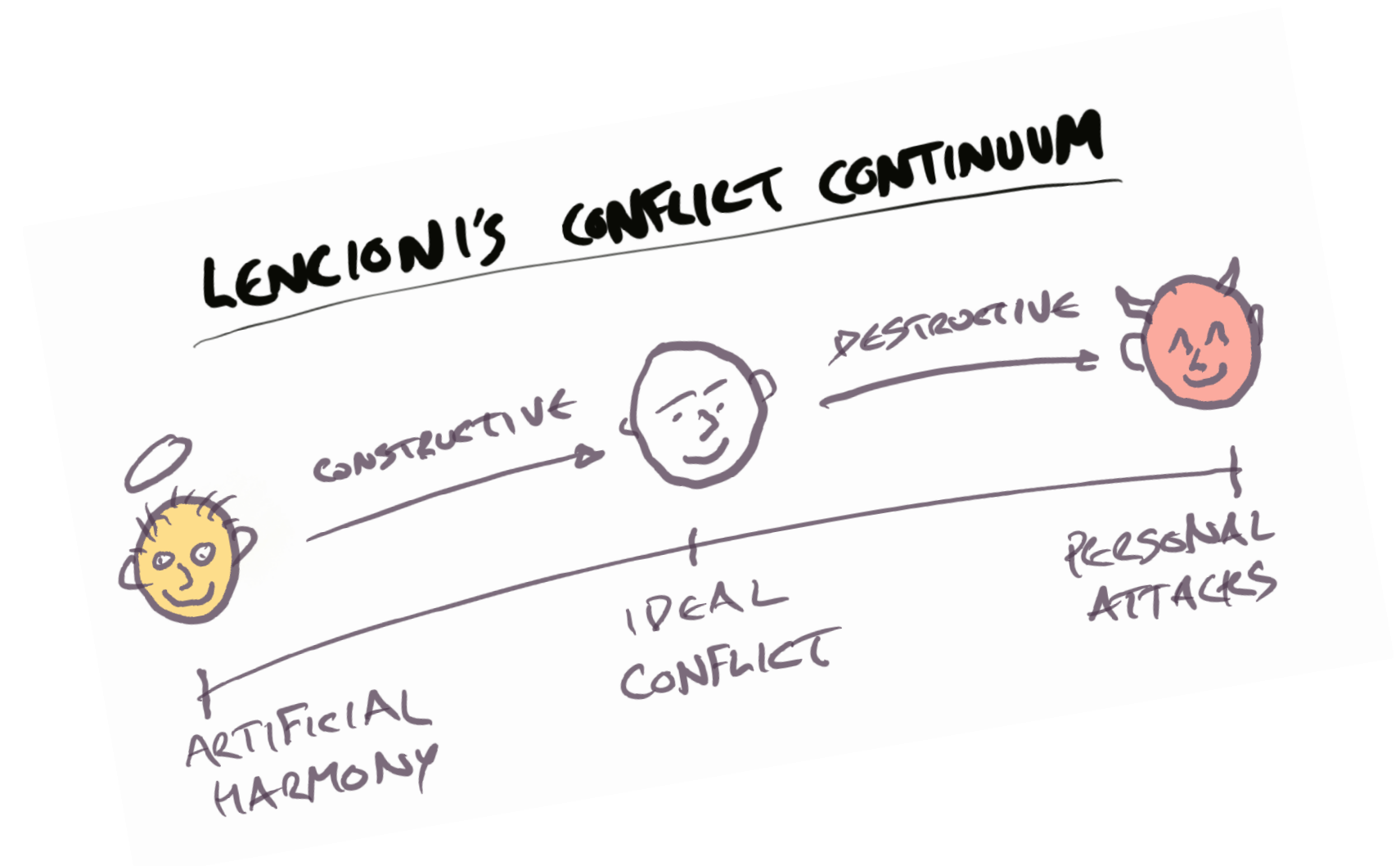


Activity

Share where you feel your team are on
Lencioni's Conflict Continuum

Swap with your partner

8 mins

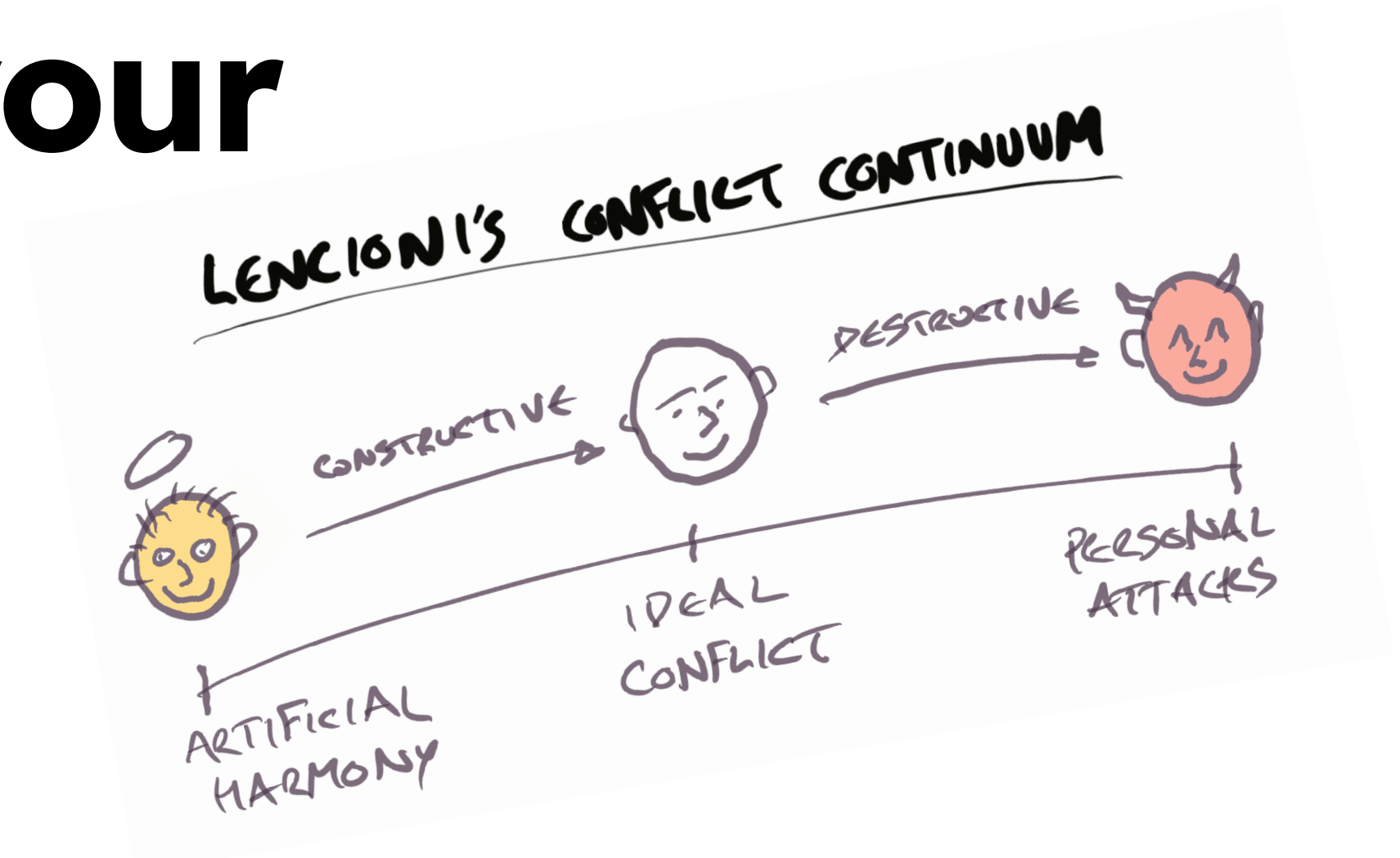


Reflections

What insights or perspectives did this open up for you about your team?

How might an exercise like this help you when there is conflict in your team

6 mins



Troika consulting

In groups of 3:

1. Person A share a challenge that they currently or recently experienced where difference of disagreement has been present in the team (1-2 minutes)
2. Persons B & C ask quick clarifying questions if needed (1-2 minutes)
3. Person A turn around or close eyes
4. Persons B & C discuss what they would do in this situation and consider it from different angles (5-7 minutes)
5. Person A turn back around and share what they learnt from listening to the others talk (1 minute)
6. Switch roles so that you have a new person sharing a challenge and repeat a second time

Reflections

How did you find that exercise?

**How could you use it to help you
unearth differences or navigate
disagreements?**

5 mins

Reflection

What are you taking away from this workshop?

What would you be willing to try?

2 mins

Sharing

What are you taking away from this workshop?

5 mins

Thank you

Resources and feedback

- <https://monkeysthumb.co.uk/ldb-25>



Stay in touch

You can find me on the interweb at.

- joel@monkeysthumb.co.uk
- <https://monkeysthumb.co.uk/>
- <https://www.linkedin.com/in/joelchippindale/>

Joel Chippindale, CTO Coach @ Monkey's Thumb

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