Scenario: The subordinate has been called into the supervisor's office because she has been informed by email that she missed a "very important," "required" meeting.

Subordinate: You were advised by email that you had to attend a meeting (that required you to drive 2 hours) on diabetes management. There was a conflict with another meeting that you also wanted to attend about team-building that will help you in overseeing your staff. Your understanding was that meetings related to your specific team are supposed to take priority. You attempted to get clarification from your supervisor by email, but did not receive any guidance. You decided to go to the team-building meeting because you already know a lot about asthma and team-building seemed more relevant to how you understand the priorities of training. You are very frustrated because there are multiple conflicting meetings without clear direction about which should receive priority. You are also annoyed with the sheer number of meetings which you feel take you away from your work. You are now in his office to discuss this situation.

Supervisor: You are inundated with multiple requests from *your* superior for your staff to attend different training sessions on different topics, at different sites, but often on the same days. Getting adequate attendance at these sessions is your responsibility. Your subordinates keep asking you for guidance, and since you are not sure yourself which meetings are most important, you feel helpless. Even worse, your subordinates often bypass you entirely, and just seem to make up their own minds about what to attend. This makes you feel angry. You really just want to get rid of this issue. You are concerned that mounting conflicts in scheduling will make your subordinates dissatisfied. Your agenda is to get this particular subordinate to, as you perceive it, quit undermining your authority and treat you with deference and respect. If the subordinate is willing to buy into helping you solve your problem, you are willing to work with her. [Desiree, I'm not quite sure I understand the conflict here; maybe you can add a few more details]