

Committed to Peace



forumZFD



Academy for Conflict Transformation

Training Courses and Seminars for Peace and Conflict Work

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Dear Readers

It was on the 28th of August in 1963 during a demonstration in front of the Lincoln Memorial in Washington, when Martin Luther King evoked a new social order without racial discrimination in his legendary sentence “I have a dream!” More than half a century later, young people worldwide, fearing for the future of our planet, are sending a clear message urging us to see reason and change course. Taking this fear and anger seriously, the German sociologist Harald Welzer states: “Not only have we already used up the future of those, who will live long after us, but we also needlessly spoilt their imagination for the future ... We have, in other words, ruined the productive power of dreaming” (Alles könnte anders sein, 2019, p. 47). In times of apocalyptic and dystopian visions, we need to regain the productive and creative power of dreaming and mobilize it for a peace that is humane and environmentally responsible.

In spite of all these unfortunate developments, many paths still lead to peace. In this brochure, you will find out which approaches you will be able to discover in our manifold courses. Our training will allow you to engage in and prepare for the turbulent world of peace and conflict work in a professional, confident and inquisitive manner.

During our courses, you will build on your existing experience and work as part of a group. Our highly competent training facilitators and course tutors will provide support. Beside the acquisition and application of specialist knowledge and methods, we place particular emphasis on reflecting and working on yourself and your behavior. After all, critical self-reflection and discussion of your own role and experiences are an indispensable part of professional peace work.

We run a comprehensive, ten-week full-time course in English twice a year and a ten-month part-time blended learning course in German once a year. In addition, we have developed online seminars that you are able to participate in regardless of your location.

We hope that this brochure contains everything you need to know about our services to be able to make an informed decision. It also includes the names and contact details of our team members, who would be more than happy to help you determine which course is best suited to you and your personal situation.

Do you still have questions? It would be a pleasure to hear from you! Please do not hesitate to give us a call or get in touch.

Warm wishes



Ljubinka Petrović-Ziemer

Dr. Ljubinka Petrović-Ziemer
Head of the Academy for Conflict Transformation

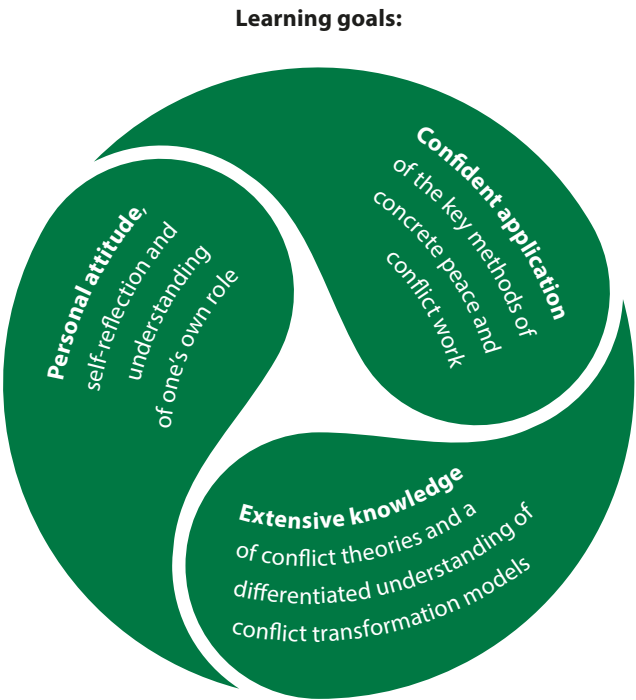
The Academy for Conflict Transformation

The Academy for Conflict Transformation within the Forum Civil Peace Service (forumZFD) is a learning space for professional, international peace and conflict work. We train experts in the field of civil conflict transformation. Our educational work is an expression of our conviction that non-violent, constructive ways of dealing with conflicts can be both taught and learned. Graduates of the Academy for Conflict Transformation make important contributions to creating a society that takes a non-violent approach to resolving conflicts. They are deployed around the globe in all areas of peace and conflict work.


Our goal is to provide specialists who (want to) work on international peace projects and conflict-sensitive development cooperation with practical tools that allow them to make a contribution to building lasting peace. It is very important to us to be able to work with local partners, who can foster peace in their own countries and seek to win other groups over for their cause. Specialists engaged in development cooperation work and humanitarian aid are also able to use our services to develop and reinforce their knowledge and expertise in conflict-sensitive project work.

In our courses and seminars, we create learning spaces where theory meets practice, whereby our educational concept focuses on personal development, self-determination, responsibility and the ability to act in conflicts. One of our central concerns is fostering a personal attitude oriented towards peace-related values among all those who participate in our courses and seminars.


Our international training facilitators have been working in civil conflict transformation projects themselves for many years. They share the expertise they have gained over the years with the participants of our courses and seminars. International intercultural exchange and participatory learning are particular strengths of our courses and seminars.



Contact us

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A Peace and Conflict Consultant – what’s that?

Wherever violent conflicts break out, trained personnel can help to restore the possibility of non-violent coexistence by the use of civil means. The field of work for qualified peace and conflict consultants is very wide. For example, more than 300 of them work in the Civil Peace Service in 42 countries worldwide.

The Civil Peace Service (CPS)

The Civil Peace Service is a programme aimed at preventing violence and promoting peace in crisis zones and conflict regions. It aims to build a world in which conflicts are resolved without resorting to violence. Nine German peace and development organizations run the CPS together with local partners.

The Civil Peace Service supports projects aimed at non-violent conflict resolution in various countries worldwide. It sends experts to assist local partner organisations. Its objectives are the prevention of violent conflicts, the reduction of violence, and securing long-term peace. Therefore, the CPS experts help to educate their local partners in civil conflict resolution and support them in pleading their own causes. Peace work takes time and patience: The CPS supports changes in society and is built on mid and long term impacts.

The work of CPS experts is as versatile as the conflicts in regions where they operate. Human rights, media, psychological support and much more can be in the focus of CPS work. Dialogue processes, peace negotiations, legal workup of human rights violations and reconciliation with former enemies – the project partners of the CPS usually adjust their work to the individual needs of a region, the people and the situation.

No matter what the work of CPS experts will be like – all the means and tools they need can be acquired in our courses and seminars.

Career Prospects

Peace and conflict work is of increasing importance to a great many civil and state organisations. The demand for suitably qualified employees and consultants is high and will, in all likelihood, continue to grow worldwide in the future.

Training courses

- Full-time course in Peace and Conflict Work
- Part-time course in Peace and Conflict Work
- Application process



Course content

In our training courses, you will be introduced to the fundamental principles of civil conflict transformation, along with various forms of conflict intervention from a conflict transformation perspective. You will acquire the technical and project-related competencies as well as the social and people skills needed for practical projects in the fields of civil conflict transformation, conflict-sensitive development cooperation and humanitarian aid.

In peace and conflict work, the peace expert herself or himself is seen as a key resource. Encouraging our participants to observe, reflect upon and develop their own conflict and communication behaviour lies at the heart of our courses.

You will receive a compact theoretical and practical introduction to the analysis, planning and intervention tools relevant to peace work. By combining interactive learning techniques based on experience and dialogue with traditional learning methods, our courses offer a unique opportunity to focus on peace and conflict work.

Our ten-week, full-time English-speaking course in peace and conflict work takes place twice a year.

Our part-time blended learning course is conducted in German and held every year for ten months from February to November.

Certificate

Upon successful completion of our courses, you will be awarded the “Peace and Conflict Consultant” certificate as proof of your qualification. With this, we confirm your ability to conduct projects in conflict settings and to actively help to shape peace processes in a targeted manner. The “Peace and Conflict Consultant” certificate is recognised in Germany within the fields of civil conflict transformation and conflict-sensitive development cooperation. Potential employers in these fields accept it as a proof of qualification.

Requirements

To obtain the certificate, participants must meet a number of objective criteria. These include regular and active participation in the entire course curriculum and its various work and presentation sessions, along with the preparation of reflective reports. It is crucial that course participants are both willing and able to reflect on their own behaviour and attitudes. They will be expected to discuss these openly with the rest of the group, the educational consultants and training facilitators.





Course goals, content and methods

The full-time course in peace and conflict work offers a wealth of opportunities to gain and apply knowledge and skills relevant to conflict transformation. It is as much about acquiring relevant specialist knowledge as it is about learning appropriate and well-established methods and skills. Through self-reflection and group discussion you will work on your own attitude, communication and behaviour.

We provide you with a suitably complex theoretical and practical fundamental understanding of conflict dynamics and their non-violent transformation within peacebuilding work. This includes clarifying the key concepts of civil conflict transformation as well as providing a deeper understanding of your role and attitude as an expert in this field.

Your professional and life experiences as well as the expertise acquired during overseas projects in civil conflict transformation, development cooperation or related fields form the starting point for the collective learning experience in an

intercultural setting. Observations during the course, both inside and outside the classroom, will also become a resource for joint exploration of the subjects of peace and conflict. The combination of techniques based on experience and dialogue with traditional learning methods will allow you to gain an in-depth understanding of elicitive conflict transformation.

Upon successful completion of this training course, you will be awarded the “Peace and Conflict Consultant” certificate. This qualifies you for deployment in a Civil Peace Service project.

Who is this training course intended for?

Our full-time course is intended for people who work in or plan to enter the field of civil conflict transformation, peacebuilding or conflict-sensitive development cooperation and already have relevant overseas work experience.

Course structure

During the first four weeks of the course you will work with a core group of participants. At a cognitive level you will gain an overview of peace and conflict work, an introduction to its key concepts, an insight into the tasks and challenges CPS peace and conflict consultants face on a day-to-day basis and an in-depth understanding of the intricacies of intercultural communication. At an emotional-experiential level the group will exchange experiences of working with peace and conflict in their own countries, practice communication and facilitation skills. The process of teambuilding will enhance cooperation and trust in the group and at the same time encourage participants to examine their own attitudes and conflict behaviour. Thus the focus will be divided between gaining knowledge at a conceptual level, becoming aware of group dynamics and reflecting on your own personal abilities.

During the second phase, you will attend a series of seminars which are also open to external participants. You will be familiarised with the key methods of conflict analysis, project development and conflict intervention. The element of self-reflection will continue to play a role in the weekly reflection group sessions.

Towards the end of the course you will once again work in a closed group and will conclude by conducting a detailed evaluation.

Phase 1:

Theory and practice of working towards conflict transformation

Approaches to peace and conflict, communication and culture, group dynamics, key concepts in conflict transformation and fundamental psychosocial principles, self-awareness and self-care, resilience

Phase 2:

Methods of conflict transformation

Conflict analyses and impact assessments, strategy and project planning, monitoring and evaluation, dialogue processes and creative techniques

Phase 3:

Practical application

Conflict simulation, assessment and conclusion

Course dates:

We offer our full-time course twice a year, in spring and in autumn. Please visit our website for the precise dates as well as information on the application process: www.forumZFD-akademie.de/en

Number of participants: max. 12 (closed group)

Responsible for the course:

Dr. Jamie Walker, Educational Consultant

María Requena López, Educational Consultant

How much does the course cost?

A fee of € 3,750 is payable to participate in the course. This includes all course materials, accommodation (6 weeks in a double room; 4 weeks in a single room) as well as the catering (Monday to Sunday lunch). Course participants must pay for their own travel to and from the course venue as well as any costs arising during the two 3-4-day course breaks.

Participation in this peace and conflict work training course for the Civil Peace Service is subsidised by the German Federal Ministry for Economic Cooperation and Development (BMZ). The total cost for each participant in the course is € 15,000.



Course goals, content and methods

Our part-time blended learning course combines periods of self-study with residential seminars. During the self-study periods, you will be introduced to the topics online in our virtual academy. The residential seminars will deepen your understanding of all that you have learned in a practice-oriented way, and the group activities will be reviewed as a field of experience.

The course will build on your existing practical skills and prior knowledge and encourage you to reflect on your own attitude. We will systematically examine the relationship between theory and practice.

A comprehensive range of methods relating to conflict analysis, conflict transformation and counselling in peace work will be introduced and studied. You will have the opportunity to continuously apply all that you have learned to a group project with practical relevance. This will involve analysing a real-life social conflict and developing options for a (hypothetical) intervention with a small group.

Engaging with concepts from peace and conflict research and the field of psychology facilitates a critical analysis of the societal status quo and common practices within conflict transformation. Reflecting on your own experience and behaviour in conflict situations is integral to the course, as is reviewing group processes.

Upon successful completion of the course, you will be awarded the “Peace and Conflict Consultant” certificate.

Who is this course intended for?

This course is intended for people who (want to) work in the field of peace and conflict work or conflict-sensitive development.

Course structure

This part-time course in peace and conflict work is held once a year from February until November and is conducted in German. The blended learning format involves six residential seminars and self-learning phases supported by e-learning.

During the online phases, you are able to work from any location, but will receive support from a tutor and also remain in contact with the other course participants. The content from the online phases will be considered in greater depth and in a practice-oriented way during the residential seminars.

You will be expected to devote approx. ten hours a week to your studies during the online phases. You will mostly be able to decide for yourself how to spread this workload. Group members must coordinate via email and telephone during the online phases to arrange times when they will work together on group tasks.

Our part-time course on peace and conflict work has been approved by the German Central Office for Distance Learning (Zentralstelle für Fernunterricht, ZFU) with the licence number 7277814.

Course dates:

The part-time course is offered once a year between February and November. Please visit our website for exact dates and more information on the application process: www.forumZFD-akademie.de/en

Number of participants: max. 14

Responsible for the course:

Felicitas Menges, Educational Consultant
Johanna Freund, Educational Consultant

Fees:

For this course, a fee of € 3,000 is charged. This includes all course material and catering (lunch, dinner, coffee breaks) during the residential seminars. Course participants must pay for their own accommodation (incl. breakfast) as well as for travel to and from the course venue.

Participation in the part-time course is subsidised by the German Federal Ministry for Economic Cooperation and Development (BMZ).

Application:

The application phase for this course is between September and November in the year before. Please see our website for more information.

Application process

When selecting our participants, we attach particular importance to learning about your motivation, qualifications and work experience in the field of peace and conflict work.

Requirements for the full-time course (page 10):

- Completed professional/vocational training
- Minimum of two years of work experience
- One continuous year spent living and/or working abroad, outside of the OECD member countries
- Fluent written and spoken English
- Willingness to reflect on your own preconceptions and behaviour
- Willingness to engage in groups and learning processes

Requirements for the part-time course (page 12):

- Completed professional/vocational training
- Minimum of one year of work experience
- Intercultural experience in your home country or abroad
- Ability to read and understand English; fluent written and spoken German
- Willingness to reflect on your own preconceptions and behaviour
- Willingness to engage in groups and learning processes

Please apply and register for our courses on our website:
www.forumZFD-akademie.de/en

If you meet all of the criteria, we will contact you to arrange an interview and discuss the next steps.

To provide orientation, we run a number of information days on “Peace Work as a Profession” (in German) during which you will be able to find out more about different ways to get involved in peacebuilding work and the various types of training that we offer.

For more information and the event dates, please see page 18.

Seminars

- Seminars for professional peace and project work
- Online Seminars
- Orientation days – Peace work as a profession
- Tailored in-house training and consultancy



Seminars for professional peace and project work

Our seminars cover fundamental and specific issues in conflict transformation. They are embedded in the full-time training course in Peace and Conflict Work (weeks 5 to 8) – allowing you to reflect on and expand your theoretical knowledge within an international group with diverse experience in peace and conflict work. The participatory learning process will enable you to broaden your practical and method-based skills and put them into practice in a conducive learning environment.

Your professional and life experiences will be incorporated into the learning process. Our seminars are designed to address the current developments and requirements of professional peace and conflict work.

Our seminars

- qualify you for professional work in civil conflict transformation and peacebuilding
- offer you all of the expertise of an organisation that deploys peace workers as well as a state-of-the-art, practice-oriented curriculum
- cover a wide range of topics and offer a variety of methodological approaches

Seminar structure

Seminars last the whole day and run for four to five days. They are conducted in English and held at our venue in Königswinter near Bonn, Germany.

Registration and fees

Please register online via:

www.forumZFD-akademie.de/en/seminars

Further information is also available online on the learning goals, seminar content, our training facilitators and the venue.



The participation fee includes catering during the seminar periods. Participants are responsible for their own travel expenses as well as expenses for accommodation and breakfast. For registrations up to six weeks before the seminar start date, we offer an early-bird discount of 10% of the participation fee.

If you are interested in a comprehensive qualification in civil conflict transformation, please see the detailed information on our courses in this brochure (page 8).

Online seminars

No matter where in the world you are, you can always participate in our online seminars. As long as you have access to a computer and the internet, you can specialise in several and essential topics of peace and conflict work. A virtual learning space and a flexible course schedule will allow you to deepen your understanding and put the acquired knowledge to use directly.

Normally the seminars focus on a specific topic of peace and conflict work – for example on dealing with the past, peace education, conflict-sensitive work with refugees or peace psychology.

Methodology

The seminar will consist of a blend of theoretical background, online discussions, homework, reflection of your work and daily life, and input by the facilitator. The specific tasks to be completed will depend on the content and nature of each seminar.

One of the central elements of our online seminars is a productive and profound sharing of experiences on both a professional and personal level. Because of that, the number of participants is limited to 16 people.

Seminar structure

Each online seminar lasts seven weeks, with an additional technical check one week before the start. Each week we will all meet online through an audioconference – it will always be the same day of the week at the same time. For each seminar the dates and times of these modules will be announced ahead of time.

During the rest of the week, you will be able to conduct individual work as well as contribute to the exchange in our virtual class room at your own pace. You will have to complete the seminar tasks and read and work on the material provided by the facilitator. An essential element of the course is your ability to count on each other throughout the whole process for a richer understanding of the matter at hand.

Requirements

Our online seminars are aimed at professionals who are preferably already involved in peace and conflict work or a similar field and have some basic prior knowledge about and experience with the subject. A very good command of spoken and written English is required.

Access to a computer workstation with a stable internet connection in a private space is needed, so that you can take part in the online learning modules without background noise or interruptions.

More Information and seminar dates

You will find more information on our online seminars, their topics as well as the exact dates on our website:

www.forumZFD-akademie.de/en

Orientation days – Peace work as a profession

This seminar is geared towards a broad range of interested parties and provides comprehensive orientation in the field of professional peace and conflict work. In recent years, new career opportunities have opened up within practical international peace work – among others due to the introduction of the Civil Peace Service (CPS) as a professional peacebuilding instrument.

A broad range of careers

The CPS has institutional connections to development cooperation and, in terms of content and methods, is also related to the neighbouring fields of democracy promotion, human rights, reintegration of refugees and combatants, etc. For young professionals and career changers, there are therefore a broad range of employment options in which civil conflict transformation plays a central role.

Professional skills

Professional peace and conflict work places very high demands on potential recruits. It is therefore important to be aware of your own skills, goals and personal development aims in order to formulate and achieve professional goals in this field. This seminar will provide an overview of possible fields of activity as well as the professional qualifications and skills sought by relevant organisations. In addition, you will consider the personal requirements that you will need to take into account when deciding to live and work abroad.

Seminar content

- Introduction to international peace and conflict work
- Fields of activity in civil conflict transformation
- Qualifications and skills for working in conflict environments
- Honing your personal profile



Language: German

We offer several orientation seminars throughout the year in Königswinter (close to Bonn) and in Berlin. Please see our website for more information: www.forumZFD-akademie.de/en

Tailored in-house training and consultancy

Tailoring professional training to your needs

Managing and coordinating a programme or major project in the field of civil conflict transformation or conflict-sensitive development cooperation requires specialist skills and professional expertise. Specialist training or courses that are precisely tailored to your needs and your employees' prior knowledge are essential preparation. We are able to provide competent advice and support in just such matters.

We devise and organise seminars and workshops for your projects and programmes – individually tailored to the training needs of your international and local staff and adapted to suit the regional and professional requirements of your project. We conduct staff training – on request, in English, French, German or Arabic – either directly in your project regions or at your premises in Germany.

Thanks to our large pool of training facilitators, coaches and experts, we are able to provide comprehensive support with topics relating to civil conflict transformation and conflict-sensitive development cooperation.

Please do not hesitate to contact us – together we can find a way to support you!

Benefits

- Professional training tailored to your needs
- Results that contribute directly to your project work
- Relief from organisational responsibility
- Option of involving local peace experts in collective learning processes
- Save time and money by conducting training at your organisation's premises
- Benefit from the expertise of a leading educational institution for civil conflict transformation



We ...

- ... advise you on your training plans.
- ... appoint a training facilitator suited to your needs.
- ... ask about participants' expectations and experience.
- ... ensure the seminar concept meets both the client's and participants' needs.
- ... provide participants with literature and further resources.
- ... conduct training at your company premises.

Our seminar venue

“Arbeitnehmer-Zentrum Königswinter”
Our courses and seminars are held at the “Arbeitnehmer-Zentrum Königswinter (AZK)” situated near Bonn, Germany. This venue was conceived as a centre of education and exchange. The seminar rooms offer a welcoming and inspiring learning atmosphere, while the centre itself is distinguished by its vibrant and diverse sense of community. This is underscored by the centre’s peaceful setting and the nearby leafy Rhine promenade, which is perfect for leisurely strolls. There are also countless charming restaurants located within walking distance along the river.

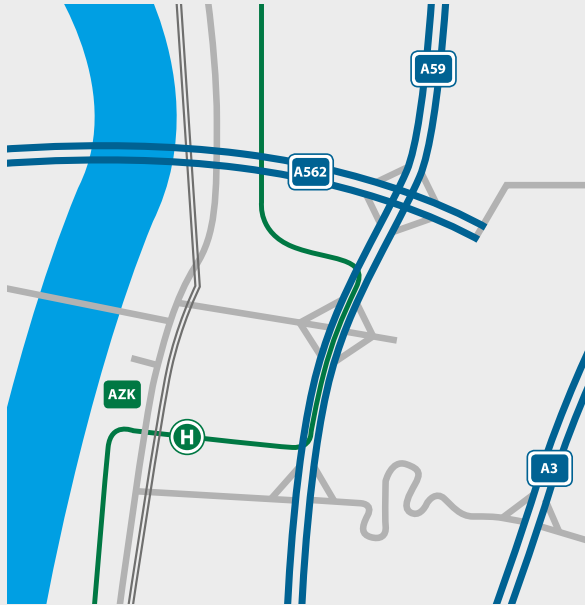


Address:
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Johannes-Albers-Allee 3
53639 Königswinter

By tram
“Longenburg” stop

By train
“Königswinter” stop

By car
A59 / B42, “Niederdollendorf / Oberdollendorf” exit



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