

Committed to Peace



forumZFD



Academy for Conflict Transformation

In-Person and Online Seminars 2020

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Editorial

Dear reader,

we live in a time marked by war, violent conflicts, political insecurity and social polarization. War and violence have become part of everyday life in many regions of the world, and in more than half of all affected countries, violence breaks out again within a few years of the end of a war. This occurs because oftentimes the past has not been dealt with: survivors experienced no justice, mistrust and fear run deep.

Civil conflict management focuses on preventive work and creates the basis for a lasting peaceful existence. Groups that were previously enemies can learn to live together peacefully again. In this way a society can develop sustainably towards peace, democracy and security.

For this slow, careful and effective work, professionally trained peace workers are indispensable. In our seminars and further training courses you will learn all the methods and basics of peace and conflict work and also have the opportunity to refresh and deepen your knowledge time and again. We also place great value on reflection and working on one's own person and attitude. For reflection and exchange about one's own role and experience are indispensable for professional peace work.

We have done our best to put together a comprehensive, varied and meaningful educational offer for you again in 2020. And we are looking forward to many more of you participating again and many interesting further training courses and seminars with you!



Kind regards,



Alexander Mauz
Executive Board Member

About The Academy for Conflict Transformation

The Academy for Conflict Transformation within the Forum Ziviler Friedensdienst e. V. (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, with our educational concept focusing 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.

Training Courses in Peace and Conflict Work

We offer two training courses per year which introduce you 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.

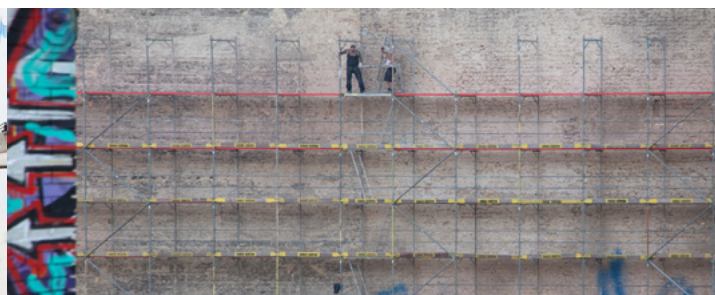
This year's dates are:

March 16th – May 20th 2020

September 9th – November 11th 2020

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

You can find additional information as well as application forms for all training courses on our website: www.forumZFD-akademie.de



In-Person Seminars for Peace and Project Work

Our seminars cover fundamental and specific issues in conflict transformation. They are also part of the full-time training course 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.

All of our seminars take place in "Arbeitnehmerzentrum Königswinter", Germany and are held in English.

Systemic Conflict Analysis

Interventions in conflicts by peace and development services aim at contributing to constructive conflict transformation. Research on such interventions suggests that frequent problems in conflict interventions are the gap between analysis and strategy as well as a far too linear understanding of conflict dynamics. As a consequence, interventions limit themselves to specific segments of the complex conflict setting or to limited approaches.

Conflict analysis plays a crucial role in the planning of interventions by outside actors as well as in designing suitable strategies by actors who are part of the conflict system. The task is to deal with a dilemma: understand complexities sufficiently, but still be able to visualise the relevant dynamics.

The course aims at introducing participants to the approach of conflict analysis and relating it to the state of the art in this field. It encourages participants to apply instruments in a participatory way as they would do in the field. Entry points offered by conflict analysis for strategy building are identified. Participants are challenged to develop their own ability to change perspectives in conflict settings.

Date April 14th – April 18th 2020
Teacher Hagen Berndt
Price € 750.00 (10 % Early Bird Discount)

Please enroll by April 7th 2020 on
www.forumZFD-akademie.de/en/sca2020



Psychosocial Conflict Analysis

This seminar begins from the working assumption that conflict is always about people. Whatever its contextual causes or consequences, any conflict is driven, shaped and directed by psycho-social dimensions that risk escalating a dispute into a zone in which destructivity and inhumane behaviour run unchecked.

Understanding these dimensions – recognising them and analysing their various workings in particular settings – constitutes the first step to working with conflict transformatively, enabling a shift from wielding weapons to using words and to validating the cultural resources and the needs, interests and values of people in the conflict setting. Any such transformation necessarily requires thoroughgoing prior analysis of the social conditions precipitating the conflict – for example, the role of structural violence, grievance, disparities and relative deprivation, of interests, needs and values – to cite a few of the approaches to be explored. This seminar provides tools to analyse conflict and become alert to pitfalls as well as realistic openings for intervention and transformation

Date April 14th – April 18th 2020
Teacher Terry Savage
Price € 750.00 (10 % Early Bird Discount)

Please enroll by April 7th 2020 on
www.forumZFD-akademie.de/en/pca2020

Peace and Conflict Projects: Challenges and Opportunities

Every project affects local peace and conflict dynamics in its own way. Starting from a conflict analysis, this seminar focuses on the identification, understanding and implementation of conflict-sensitivity tools for project planning. Participants undergo an in-depth exploration of the methods of Do No Harm, Outcome Mapping and Reflecting on Peace Practice.

Through a combination of participatory dynamics and methodological input, the group will be able to bring in their own case studies and tackle challenges from their own professional experience. In order to make the learning processes as enriching as possible, the group will be divided into a basic and an advanced seminar.

Basic seminar

The basic seminar introduces the three approaches mentioned above and illustrates the connection between them.

Advanced seminar

The advanced seminar mainly focuses on the differences and common ground of the three approaches, advantages of applying different approaches for addressing different needs and connecting them with the Theory of Change (ToC) approach.

Date April 20th – April 24th 2020
Teacher Benjamin Bräuer, Björn Eser
Price € 750.00 (10 % Early Bird Discount)

Please enroll by April 13th 2020 on
www.forumZFD-akademie.de/en/pcp2020



Mediation, Dialogue and Negotiation as Peacebuilding Instruments

This seminar will prepare participants as practitioners to be able to both engage in (practice) and develop and design negotiation, dialogue, and mediation programs and processes for addressing situations of conflict and violence. The programme will be tailored to meet participants' needs, responding to your contexts and the conditions in which you are working.

It will provide a rigorous introduction to core knowledge, lessons learned and practice in the field as well as applied skills for doing mediation, negotiation and dialogue. It will also address a key gap in many such programmes, focusing not only on the 'moment' when stakeholders are in the room, but how to manage the process overall and deal with issues, challenges and opportunities which may develop. Case studies will be selected to address issues relevant to participants' contexts and needs and latest lessons and developments in the field.

Issues such as inclusion in mediation and peace processes are also addressed, as are key topics from strengthening local, organisational and national capacity and infrastructure for peace (I4P) to implementation of agreements and peace consolidation after agreements.

Date April 27th – May 1st 2020
Teacher Kay Brand-Jacobsen
Price € 750.00 (10 % Early Bird Discount)

Please enroll by April 20th 2020 on
www.forumZFD-akademie.de/en/mdn2020

Roles, Relationships and Responsibilities in Peace and Conflict Work

The aim of the seminar is to prepare participants for dynamic, complex and unpredictable situations in (post) conflict areas by developing their understanding of the roles, relationships and responsibilities relevant for peacebuilding. To achieve this the perspectives of the actors, stakeholders, groups and individuals working at different levels and the connections between them will be explored. Participants will reflect on what peace work means for them and examine the role of power. They will take a closer look at organizational structures and the challenges they present to relationship-building and cooperation within a team, with local partners and other interveners as well as local authorities. Finally the group will delve into the issue of facilitation, including trust-building and cultural influences.

The methodology will include

- Photos and short videos
- Case studies presented by the group
- Interactive exercises and role play
- Theoretical inputs and closing review.

Date April 27th – May 1st 2020
Teacher Goran Bozicevic
Price € 750.00 (10 % Early Bird Discount)

Please enroll by April 20th 2020 on
www.forumZFD-akademie.de/en/rrr2020



Creative approaches to peacebuilding: Dance and Movement

This course explores creative methods for conflict transformation, with emphasis on embodiment and movement, combining theory and practice in a participatory dynamic. Participants will be introduced to different methods, incorporated in a carefully structured framework. The idea is to work hands-on and learn by doing, by observing one's own transformation processes, sharing their personal and collective experiences and dialoguing with theories and authors of the field.

Different techniques are explored, including movement, theatre, music, and contemplative practices. Exploration of the dynamics of embodying and languaging (voicing and communicating transformation) are explored through painting, journaling and embodied writing. The course aims at providing a space where conflict workers can engage in transforming their own conflicts and tap into their own creativity, confidence, differences, commonalities, and power. Using these experiences as a learning resource, participants will further transfer this knowledge to understand the place and impact of creative approaches in the field of peacebuilding.

Date May 4th – May 8th 2020
Teacher Paula Ditzel Facci
Price € 750.00 (10 % Early Bird Discount)

Please enroll by April 27th 2020 on
www.forumZFD-akademie.de/en/dm2020



Creative approaches to peacebuilding: Qualities and Skills of Facilitation

This course introduces different embodied and creative means of conflict transformation and, through their practice, trains participants in relational skills, qualities and competences as future facilitators.

Throughout the course, participants get to understand and train peace and conflict work as a comprehensive and relational practice that addresses not just the rational intellect, but potentially includes all parts of the human being. We will work with a range of different creative approaches. Emphasis will be placed on embodied practices of movement (theatre, dance) and dynamic breath as well as creative means of expression and reflection (journaling, painting, contemplation).

Working with group-dynamics and self-exploration participants directly experience the methods themselves and learn how to work with each other in the safe setting of a training. This will allow participants to identify their strengths and develop their potential as current and future facilitators of learning processes.

Date May 4th – May 8th 2020
Teacher Norbert Koppensteiner
Price € 750.00 (10 % Early Bird Discount)

Please enroll by April 27th 2020 on
www.forumZFD-akademie.de/en/qs2020



Online Seminars

In our two-months online seminars a virtual learning space and a flexible course schedule will allow you to deepen your understanding of several issues of peace and conflict work directly from home on your computer.

Each week we will all meet online in an audioconference – it will always be the same day of the week at the same time. During the rest of the week, you will be able to conduct individual work as well as contribute to the conversation in our virtual classroom at your own pace.

All of our online seminars are held in the English language.

Dealing with the Past

Among the most daunting challenges facing societies in post-conflict transition is what to do with the burden of gross violations of human rights committed during the conflict. Numerous societies have sought to ignore such atrocities – to dig a hole and bury the past – only to be confronted by their continual return, in the form of grievance and re-escalation into hostilities. Long after a formal peace has been declared, victims may feel the war still rages – relentless in its demand for answers, in the damage caused, in the absence of acknowledgement, accountability, reparation, or even change.

DwP is an approach to transformation that can, at best, enable sustainable transition out of entrenched patterns of violence and violation. Both an introduction to core concepts and comparative in its orientation, this course addresses the practicalities – the nuts-and-bolts – of making DwP work.

Workload

- Pre-recorded lectures (self-paced)
- Short response to the topic assigned each week
- Powerpoint presentation applying your learnings to one context of your choice
- Average: 3–5 hours per week

Date February 12th – March 25th 2020
Teacher Terry Savage
Price € 350.00 (10 % Early Bird Discount)

Please enroll by January 29th 2020 on
www.forumZFD-akademie.de/en/dwp2020



Dialogue Processes

Designing, initiating and accompanying communication processes among the different parties of a conflict is one of the core elements of peace work. These processes demand a profound understanding of the situation, an empathetic and multipartial attitude towards the parties and a comprehensive set of communication skills. This seminar focuses on your role of the peace worker as a third party in a conflict and explores the attitude, skills, knowledge and tools necessary for accompanying dialogue processes.

Seminar content

- Concepts and terms: dialogue, mediation, negotiation, facilitation
- Designing dialogue processes to fit the needs of conflict parties
- Types of outputs from dialogue processes and their impact on individual and structural transformation in the broader conflict setting
- Types of dialogue formats
- Tools and skills for dialogue facilitation
- Paying attention to the detail
- Cross cutting issues: power dynamics, inclusion, gender, cultural sensitivity
- Average 2 hours workload per week self-paced study

Gender in Peace and Conflict

This seminar aims at providing students with an overview of perspectives on the role of gender in peace and conflict. It will investigate intersectional identities, exploring vulnerability and power in the intersections of difference and belonging. For professionals in the field, it means the opportunity to gain theoretical background for working with the concepts of gender and its cognates creatively and critically in their personal and professional lives, allowing identification of new courses of action in their own context.

Seminar content

- Key terms and main perspectives within gender studies
- Criticism and dialogue among those perspectives
- Influence of gender studies in peace, conflict and violence
- Discussion, analysis, reflection of gender in peace and conflict
- Strong theoretical background, critical thinking Workload
- Pre-recorded lectures (self-paced)
- Around 30 pages reading per week
- Weekly response to forum discussions
- Writing 2 short papers consolidating reflections
- Average 4.5 hours per week

Date March 17th – May 5th 2020
Teacher Denis Matveev
Price € 350.00 (10 % Early Bird Discount)

Please enroll by March 10th 2020 on
www.forumZFD-akademie.de/en/dp2020

Date May 12th – June 30th 2020
Teacher Paula Ditzel-Facci
Price € 350.00 (10 % Early Bird Discount)

Please enroll by April 28th 2020 on
www.forumZFD-akademie.de/en/gpc2020



Orientation Days

Our orientation seminars are aimed at everyone who is interested in peace and conflict work as a profession. In recent years, new career opportunities have opened up within practical international peace work – among other things, 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 possibilities 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 work 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.

Tailored seminars

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!

Dates March 14th and 15th 2020
 June 27th and 28th 2020
 October 17th and 18th

Price € 120.00 (10 % Early Bird Discount)

Please enroll on www.forumZFD-akademie.de/en/od2020



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Committed to Peace

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