

Committed to Peace



forumZFD

Academy for Conflict Transformation

Programme 2018 – Courses and Seminars

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Dear Readers,

Establishing peace without being drawn into the violence may sound logical and should be self-evident. And yet against the background of proliferating conflicts, ever-louder calls for NATO states to build up arms and booming weapons exports around the world, many people appear to have forgotten civil conflict transformation. It is therefore all the more important to take action now to counter this trend. We wish to continue tackling the challenges of international peace and conflict work together in 2018 – with renewed momentum, courage and positive energy.

It consequently gives me great pleasure to present our programme for 2018. With our courses, we strive to empower more people to address conflicts and injustices constructively and without violence. 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. Support will be provided throughout by our highly-competent training facilitators and course tutors. Beside the acquisition and application of specialist knowledge and methods, we place particular emphasis on reflecting and working on your own person and behaviour. 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 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 offers 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. Within this, 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. The international intercultural exchange and participatory learning are particular strengths of our courses and seminars.

Learning goals:

Extensive knowledge of conflict theories and a differentiated understanding of conflict transformation models

Personal attitude, self-reflection and understanding of one’s own role

Confident application of the key methods of concrete peace and conflict work

Contact us



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

0221 91 27 32 - 71
petrovic-ziemer@forumZFD.de



Dr. Jamie Walker
Educational Consultant
Full-time course in peace and conflict work

0221 91 27 32 - 83
walker@forumZFD.de



Judith Kettner
Educational Consultant
Part-time course in peace and conflict work

0221 91 27 32 - 84
kettner@forumZFD.de



Vi Pundt
Office Coordinator
Organisational matters concerning
courses and seminars
0221 91 27 32 - 72
nguyen@forumZFD.de



María Requena-López
Course Assistant
Full-time course in peace and conflict work

0221 91 27 32 - 74
requena-lopez@forumZFD.de



Sanaz Kamali
Consultant for Development and Cooperation
Tailored seminars, online seminars

0221 91 27 32 - 81
kamali@forumZFD.de



Dr. Florencia Benitez-Schäfer
Educational Consultant
Full-time course in peace and conflict work

0221 91 27 32 - 83
benitez-schaefer@forumZFD.de



Marie-Sophie Löhlein
Educational Consultant
Part-time course in peace and conflict work

0221 91 27 32 - 84
loehlein@forumZFD.de



Simone Wichterich
Assistant

0221 91 27 32 - 86
wichterich@forumZFD.de



Marianne Albrecht
Assistant Seminars

0221 91 27 32 - 73
albrecht@forumZFD.de

A Peace and Conflict Consultant – what’s that?

Wherever violent conflicts break out, trained personnel can help to restore the possibility of a non-violent coexistence.

Specially-trained peace and conflict consultants work to foster the willingness to engage in dialogue, to bring about change processes, and to create spaces for encounters. Depending on their personal profiles, peace and conflict consultants can run and develop their own projects, assume a coordinating role, or play a direct part in implementing project activities.

Career prospects

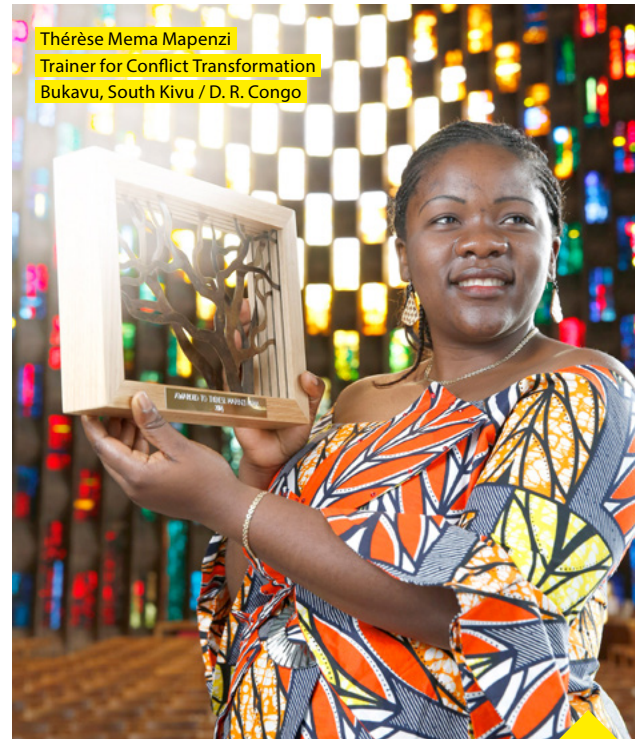
Peace and conflict work is of increasing importance to a great many civil and state organisations. The demand for suitably qualified employees and consultants is high and will, in all likelihood, also continue to grow worldwide in the future.

Working as a peace consultant: Thérèse Mema Mapenzi

Thérèse Mema Mapenzi successfully completed the qualification course at the Academy for Conflict Transformation in autumn 2013. She now works as a project manager for the Justice and Peace Commission in the Democratic Republic of Congo where she campaigns for victims of violence and sexual abuse. She also sets up trauma centres – so-called Listening Rooms – which offer people safe spaces and give them a voice in spite of all the taboos.

One of her tasks involves visiting villages and speaking to the inhabitants about their rights, which many are not even aware that they have. "The victims of this violence are not interested in high-level politics – what they need is someone to listen to them," explains Thérèse Mema Mapenzi. Which is why she established the Listening Rooms. She also conducts seminars to inform women of their rights and to help boost their self-esteem. In 2014, Thérèse Mema Mapenzi was awarded the Coventry

International Prize for Peace and Reconciliation. This prize has been awarded for many years now to honour initiatives, organisations and people for their extraordinary dedication to peace and reconciliation.



»Thanks to the course in Peace and Conflict Work in 2013, I was able to start an online peacebuilding course at Coventry University. I also received the Shalom Prize in 2015. All this is the result of the practical and theoretical knowledge that I have received at the Academy for Conflict Transformation.«



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 familiarised with all of 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, a peace expert’s character is a key resource. Encouraging our participants to observe, reflect 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 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 course in peace and conflict work takes place twice a year and is conducted in English (page 10). Our part-time blended learning course is conducted in German and held every year from February to November (page 12).

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 complete projects in conflict environments 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 proof of qualification.

Requirements
To obtain the certificate, participants must meet a number of objective criteria as well as other criteria, which are less clearly measurable. Objective criteria include regular and active participation in the entire course curriculum and its various work and presentation units, along with the preparation of reflective reports. Less clearly measurable (though no less important) criteria include the participant’s willingness to personally engage in the learning and group processes, for example. 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, contact persons at the academy 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. You will develop your self-awareness and self-reflection, and 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 the 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 course intended for?

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

Course structure

In the first few weeks of the full-time course, you will work with a set group of participants. This will enable intensive cooperation and at the same time provide an opportunity to reflect on the group process itself in relation to peace- and conflict-related issues. It moreover allows for an in-depth examination of your own attitude as well as your communication skills, ability to deal with conflicts and group dynamics. You will gain an overview of peace work and an introduction to its key concepts during this four-week period. However, the focus will remain on the group dynamics and 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, whereby this learning process will continue to be accompanied by self-reflection.

Specifically, this will be achieved through a weekly integrative seminar as well as individual coaching sessions, which constitute core components of the training.

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: the peace consultant as a resource for 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, process design, dialogue processes, creative techniques, monitoring and evaluation

Phase 3: practical application

Conflict simulation, assessment and conclusion

Course dates:

Spring

05.03. – 09.05.2018 in Königswinter/Bonn, Germany

Autumn

03.09. – 07.11.2018 in Königswinter/Bonn, Germany

We are currently accepting applications!
For more information on the application process, please see page 14.

Number of participants: max. 12 (closed group)

Course tutors:

Dr. Florencia Benitez-Schaefer, Educational Consultant
Jamie Walker, 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; 3 weeks in a single room) as well as the catering (Monday to Saturday). Course participants must pay for their own travel to and from the course venue as well as any costs arising during the course breaks.

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



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, 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 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.

Engaging with concepts from peace and conflict research and the field of social 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 and conducted in German. The blended learning format involves 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 expanded on during the residential seminars.

You will be expected to devote at least 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.

Seminar phases:

I	01.02. – 03.02.2018	residential*
	04.02. – 21.03.2018	online
II	22.03. – 24.03.2018	residential*
	25.03. – 14.05.2018	online
III	15.05. – 19.05.2018	residential*
	20.05. – 18.07.2018	online
IV	19.07. – 21.07.2018	residential*
	22.07. – 19.09.2018	online
V	20.09. – 22.09.2018	residential*
	23.09. – 14.11.2018	online
VI	15.11. – 17.11.2018	residential*

*The residential seminars in Königswinter/Bonn last all day.

Our distance 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:

01.02. – 17.11.2018 in Königswinter/Bonn, Germany
Application period: 25.09–25.11.2017

For more information on the application process, please see page 14.

The residential seminars start at 10 a.m. on the first course day and end at 5 p.m. on the last course day. Regular course days run from 9 a.m. to 6 p.m. Mandatory events are held on selected evenings.

Number of participants: max. 14

Course tutors:

Marie-Sophie Löhlein, Educational Consultant
Judith Kettner, Educational Consultant

How much does the course cost?

A fee of 3,000 € is payable to participate in the course.

This includes all course materials 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.

The total cost for participation in the course is 5,000 €. Participation in the peace and conflict work course for the Civil Peace Service is subsidised by the German Federal Ministry for Economic Cooperation and Development (BMZ).

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 one's 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 the home country or abroad
- Ability to read and understand English; fluent written and spoken German
- Willingness to reflect on one's own preconceptions and behaviour
- Willingness to engage in groups and learning processes

Please apply and register for our courses on our website. If you meet all of the criteria, we will contact you to arrange an interview and discuss the next steps.

Please apply online via
www.forumZFD-akademie.de/en/apply

We are now accepting applications for the full-time course!

To apply for the part-time course in 2018, please submit your application between 25 September and 25 November 2017. Interviews will be held in the period from 4 to 14 December 2017.

To provide orientation, we run a number of information days on "Peace Work as a Profession" (in German) during which you are 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 26.

Seminars

- Seminars in peace and conflict work
- Online seminars
- Self-study
- Orientation days
- Tailored seminars

Seminars for professional peace and project work

Our seminars cover fundamental and specific issues in conflict transformation. They are embedded in the full-time course in Peace and Conflict Work (weeks V to VIII) – allowing you to expand and reflect on your theoretical knowledge within an international group with diverse experience in peace and conflict work. You will broaden your practical and method-based skills in a participatory learning process. Specific approaches to peace work help to equip you with more general skills.

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

Our seminars

- qualify you for professional work in civil conflict transformation and crisis prevention.
- offer you all of the expertise of an organisation that deploys peace workers as well as a state-of-the-art, practice-orientated curriculum.
- cover a wide range of topics and offer a variety of methodological approaches.
- link participants' learning processes with their professional and personal experiences.

Seminar structure

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

Registration and fees

Please register online via:
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 the 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).



Faiz Al Senwi
Participant in the full-time course in
peace and conflict work in 2016
Peace consultant in Yemen

»Here in Yemen, war – with all its constraints – is part of our daily lives. I had to close my consultancy firm specialising in communication, team building and conflict transformation because of the war. At first, I didn't know what to do. Then, I was given the opportunity to complete the Academy's course. The journey to Germany was not without its dangers, but I knew how important it was for me to do it.

I now feel confident and hopeful again – I have gained so much specialist knowledge and courage for my work.

As a group, we developed a strong bond, which gave me strength. Back in Yemen, I want to pass on all that I have learned at the Academy directly to as many people as I can. I am putting together a small team and giving them training in conflict analysis and how to plan peacebuilding projects. We are carrying out our first analysis at a private school. In the next step, we wish to take a closer look at the role of non-governmental organisations in Yemen and are currently working on various ideas for peacebuilding projects.«

Systemic and Psychosocial Conflict Analysis

Understanding conflicts – leveraging the potential for peace

There is much more to a conflict than just one particular cause or single event. It is therefore of decisive importance for peacebuilding projects to take the whole system and all parties involved into consideration when conducting a conflict analysis. A nuanced and thorough analysis is essential to finding the right approach to a peace project and to anticipating the possible effects of intervention.

In this seminar, you will use practical examples to familiarize yourself with current theories and models of the causes and historical development of conflicts. You will moreover apply methods of systemic conflict analysis directly in a field study, taking peace-related principles and the sociocultural context into account.

Seminar content

- Systemic, psychosocial and elicitive approaches to conflict analysis
- Conflict theories
- Roles and dynamics of conflict parties and peace consultants
- Context and impact analysis
- Influence and impact of structures, ideas and concepts, culture and attitudes
- Linkages between conflict analysis and conflict theories
- Assumptions about cause-and-effect relationships (Theories of Change)



Language: English

Seminar dates:

Tue 03.04. – Sat 07.04.2018 in Königswinter, Germany
Mon 01.10. – Fri 05.10.2018 in Königswinter, Germany
 (Note: also takes place on the public holiday on Wed 03.10.)

The seminar normally begins at 9 a.m. and ends at 6 p.m. every day. Certain evening events are possible.

Number of participants: max. 16

Participation fee: 750 €

The participation fee includes the catering during the seminar periods. Participants are responsible for their own travel expenses as well as expenses for accommodation and breakfast.

Conflict-sensitive Projects in Peace and Conflict Work

Planning, monitoring and adjustment

Every action and every project affects local peace and conflict dynamics in the field in its own way. It is necessary to promote peace potential and support the transformation of conflicts. Special methods and tools help to raise awareness for potential and risks and to avoid unintentional developments during and after conclusion of the project.

Beginning with an analysis of peace and conflict potential, you will be familiarised with tools to plan, monitor and evaluate projects in conflict environments in our seminar. Based on this, you will then apply the methods you have learned to observe and adapt peace and development projects to specific examples.

Seminar content

- Analysis of the relevance and potential of projects of peace and conflict transformation
- Methods of project planning and impact observation
- Assessment of project risks and interacting elements
- Adaptation strategy development



Language: English

Seminar dates:

Mon 09.04. – Fri 13.04.2018 in Königswinter, Germany
Mon 08.10. – Fri 12.10.2018 in Königswinter, Germany

The seminar normally begins at 9 a.m. and ends at 6 p.m. every day. Certain evening events are possible.

Number of participants: max. 16

Participation fee: 750 €

The participation fee includes the catering during the seminar periods. Participants are responsible for their own travel expenses as well as expenses for accommodation and breakfast.

Constructive Third-party Intervention

Dialogue, negotiation and mediative approaches in peace and conflict work

Third-party interventions involve active, non-violent support of conflict transformation by impartial third parties. They require an in-depth understanding of the conflict situations, the parties involved and the individual objectives of the various project activities. In-depth clarification of the expectations of all parties involved, the role and mandate of the third party as well as conflict and culture-sensitive selection of suitable methods is therefore essential.

In our seminar, you will use case studies to select a suitable mix of facilitation, negotiation strategies, mediation techniques and traditional methods to support dialogue processes between conflict parties. In a shuttle mediation simulation, you will have the opportunity to experience the complexity of such a measure first-hand. The seminar will also heighten your awareness of possible pitfalls and the adverse effects of dialogue projects.

Seminar content

- Term clarification: dialogue, mediation, negotiation, facilitation
- Understanding of roles
- Dialogue and shuttle mediation
- Methods of building trust and creating "safe spaces"
- Influence of culture, society, gender and power



Language: English

Seminar dates:

Mon 16.04. – Fri 20.04.2018 in Königswinter, Germany

Mon 15.10. – Fri 19.10.2018 in Königswinter, Germany

The seminar normally begins at 9 a.m. and ends at 6 p.m. every day. Certain evening events are possible.

Number of participants: max. 16

Participation fee: 750 €

The participation fee includes the catering during the seminar periods. Participants are responsible for their own travel expenses as well as expenses for accommodation and breakfast.

Creative Techniques for Conflict Transformation

Creative opportunities in peacebuilding

In the midst of a conflict, it can often seem as if there is no way out when familiar methods become futile. Experiences of violence and injury are often particularly difficult to comprehend, let alone put into words. We feel numb and powerless, and other point of views may initially seem inconceivable. It is precisely here that a key function of conflict transformation becomes to actively stimulate creativity. Creativity can foster the rediscovery of our own capabilities and the faith we have in ourselves. This can enable those affected to communicate their individual and collective histories and thus create spaces in which new perspectives can evolve.

Our training aims to familiarise you with creative techniques, which can make a decisive contribution to conflict transformation. You will learn to combine the use of self-expression as an individual and in a group with reflection and dialogue. Through practical exercises, you will take an active role in the creative process and discover the efficacy of these techniques based on your own experiences. In this way, you will gain expert knowledge about the integration of creativity into processes for conflict transformation and an awareness of the challenges that this work brings with it.

Seminar content

- Appreciation of your own potential to support creative-transformative processes
- Facilitation of dialogue and reflection through art
- Techniques for developing (self-)confidence and "safe spaces"
- Work with diverse groups (cultural diversity, gender, age, etc.)



Language: English

Seminar dates:

Mon 23.04. – Fri 27.04.2018 in Königswinter, Germany

Mon 22.10. – Fri 26.10.2018 in Königswinter, Germany

The seminar normally begins at 9 a.m. and ends at 6 p.m. every day. Certain evening events are possible.

Number of participants: max. 16

Participation fee: 750 €

The participation fee includes the catering during the seminar periods. Participants are responsible for their own travel expenses as well as expenses for accommodation and breakfast.

Online seminars

We first began offering online seminars in 2017 to enable you to gain a further professional specialist qualification regardless of your location. You will deepen your knowledge of issues relating to peace work and conflict transformation in a virtual learning space.

Aim and content

The seminar facilitator's expertise and the personal exchange between participants constitute key elements of our online seminars. To ensure a productive exchange on both a professional and personal level, the number of participants is limited to a maximum of 15 people.

Before each seminar even begins, we work with all of the participants and our seminar facilitator to develop personal profiles, which will help you to get to know one another. This is important to ensure a trusting and mutually constructive exchange in an intimate environment. In addition, it will facilitate your collaboration on seminar tasks between the online units. This virtual seminar room is only open to participants and the seminar facilitator.

Seminar structure

Over a period of seven weeks, you will learn together as a group in weekly units lasting 90 minutes each. Based on contributions from our training facilitators and experts, you will conduct group discussions during the online units. To prepare and follow up between units, you will work through seminar tasks and reading material both independently and together with other participants.

Requirements

Our online seminars are aimed at specialists, who are already involved in peace and conflict work and have the according prior knowledge. 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 a technical requirement of this course so that you can participate in the online units without any background noise or interruptions. A headset is advantageous.

Registration

Please register online via:
www.forumZFD-akademie.de/en/online-seminars

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

Online-Seminar

Dealing with the Past

Remembrance, reconciliation and reintegration

Among the many challenges facing societies in post-conflict transition is what to do with the burden of gross violations of human rights committed during the conflict. History is filled with examples of societies that ignored such atrocities - only to find themselves caught in continually renewing cycles of recrimination and animosity. For long after a formal peace has been declared, victims may feel the impact of the war - relentless in their demand for answers, for accountability, and, failing that, for another reckoning. In response to this challenge, a variety of innovative measures have been conceived that seek to confront perpetrators, respond to victims' demands, reform public institutions, and create a shared understanding of the history, so that a society can commit to learning from it and institute measures that break this cycle, enable social transformation and make comprehensive transition a reality.

Seminar content

- Expose the participants to the challenges to peace that ensue from an episode in which massive gross violations of human rights have occurred.
- Introduce the participants to strategies that have been developed for addressing this burden, and to the field of Dealing with the Past.
- Expand participants' theoretical knowledge and strategic sensibility using extensive illustration from the field as well as comparative analyses across contexts.
- Enable participants to develop a comprehensive Dealing with the Past strategy for a contemporary situation of their choice.



Language: English

Seminar dates:

expected: March – April 2018
7 times 90 minutes/week

The exact dates will be announced online:
www.forumZFD-akademie.de/en/online-seminars

Number of participants: max. 15

Participation fee: 350 €

The participation fee includes the registration on the online learning platform, a technical introduction as well as supervision during the seminar.

Conflict-sensitive Work with Refugees

Identifying key actors and reasons for refugee migration; conflict-sensitive project implementation

Working with refugees and internally displaced persons (IDPs) fleeing from conflict regions presents many challenges. Beside the need for humanitarian support, various aspects of the initial conflict must be taken into account, along with their psychological well-being. The distribution of resources often gives rise to new conflicts, either with the host community, or between the refugees and IDPs themselves. As such, this work requires a conflict-sensitive approach that includes components of civil conflict resolution.

In our seminar, you will be familiarised with the terminology of conflict-sensitive refugee and IDP work. You will use examples and case studies to practise implementation. Among others, the psychosocial dimensions of this work will be addressed.

Seminar content

- Terminology: refugees, migrants, asylum seekers, returnees, internally displaced persons (IDPs), etc.
- Conflict sensitivity and "Do No Harm" in refugee and IDP-related conflict and need assessments, humanitarian assistance, transitional aid, development or integration projects and in peace work (models for the analysis of risks and undesired consequences)
- Refugee and IDP-related conflict-sensitive Project Cycle Management
- Psychosocial dimensions and trauma sensitivity in the work with conflict-related displaced people
- The significance of the initial conflicts, which led to displacement as well as the role of emerging conflicts in the host countries



Language: English

Seminar dates:

expected: May – June 2018
7 times 90 minutes/week

The exact dates will be announced online:
www.forumZFD-akademie.de/en/online-seminars

Number of participants: max. 15

Participation fee: 350 €

The participation fee includes the registration on the online learning platform, a technical introduction as well as supervision during the seminar.

Peace Psychology

Methods and challenges in dealing with emotions

Emotions play an important part in any efforts to conflict transformation. They influence the way we process information and how we perceive "reality". While emotions can constitute profound psychological barriers, they can also be used to promote change in conflicting parties' attitude and behaviour.

What methods do we already know to deal with these emotions? Where have they been applied to practical situations, and what are the challenges and successes from past experience that we can learn from? This workshop aims to share some practical methods that have been developed based on social psychological research on intra- and inter-group conflicts.

Seminar content

- Naïve realism – how we see the world – and not the others
- Ingroup, outgroup – why we need groups
- System justification
- Paradoxical intervention – taking beliefs to the absurd can lead to changes in attitudes
- Malleability – how supporting the belief that things can change promotes willingness to compromise



Language: English

Seminar dates:

expected: September – October 2018
7 times 90 minutes/week

The exact dates will be announced online:
www.forumZFD-akademie.de/en/online-seminars

Number of participants: max. 15

Participation fee: 350 €

The participation fee includes the registration on the online learning platform, a technical introduction as well as supervision during the seminar.

Peace work as a profession

Orientation days

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 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 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

Seminar dates:

17.02. – 18.02.2018 in Königswinter/Bonn, Germany

12.05. – 13.05.2018 in Königswinter/Bonn, Germany

06.10. – 07.10.2018 in Berlin, Germany

Number of participants: max. 25

Participation fee: 120 €

The participation fee includes the catering during the seminar periods. For registrations up to six weeks before the seminar start date, we offer an early-bird discount of 10% of the participation fee.

Tailored seminars

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 needed to prepare. 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 in 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 organisations 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.

Virtual self-study platform

Develop your specialist knowledge online (English)

To introduce a variety of topics in civil conflict transformation and prepare you for our seminars, we make exercises for self-study available on our website for free at

selbstlernkurse.forumzfd-akademie.de

We regularly add to and update this content to reflect new and relevant developments in civil conflict transformation, and cover the basics of the subject in such a way that you can then apply them directly during projects.

In short and compact online units, you will be familiarised with many of the key models and methods of civil conflict transformation. You will use diagrams, texts and comprehension questions to explore the various topics. It will only take a short time to work through each of the lessons. You are able to choose between two different types of learning, namely to collaborate with other learners (community learning) or to work independently (individual learning).

Online content

The online units address important theories and fields of activity in civil conflict transformation.

We are currently offering self-study exercises on the following topics:

- Conflict Transformation Model according to Diana Francis
- "Do No Harm" context analysis
- "Four-Ears Model of Communication" according to Friedemann Schulz von Thun
- "Levels of Escalation" according to Friedrich Glasl
- Monitoring of effects
- "Non-Violent Communication" according to Marshall Rosenberg
- "Pyramid of Actors" according to John Paul Lederach
- "Triangle of Violence" according to Johan Galtung
- "Balance of Values" according to Friedemann Schulz von Thun
- Conflict mapping
- Definition of "Social Conflict" according to Friedrich Glasl
- Logical Framework Matrix
- Conflict tree
- Phases of building a group
- Conflict onion

Requirements

You will need to register on our website to access the self-study exercises. Registration is free of charge. Your details will not be passed on to any third parties.

Language: English

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. In addition, the centre is characterised by a diverse and vibrant 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:

Arbeitnehmer-Zentrum Königswinter (AZK)
Johannes-Albers-Allee 3
53639 Königswinter

By tram

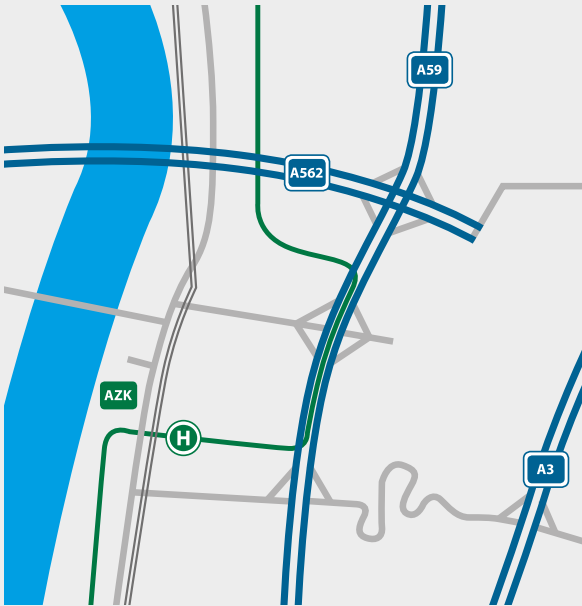
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50825 Cologne
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+49 (0)221 91 27 32 - 70
akademie@forumZFD.de
www.forumZFD-akademie.de/en

Design

Sonja Kleffner

English translation

Denise Dewey-Muno and Julia Burgess

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