

Committed to Peace



forumZFD



Academy for Conflict Transformation

Programme 2019 – Training Courses and Seminars

Contents

3	Editorial
4	The Academy for Conflict Transformation
5	Contact us
6	A Peace and Conflict Consultant – what's that?
7	Training courses
8	Course content
10	Peace and Conflict Work: full-time course
12	Peace and Conflict Work: part-time course
14	Application process
15	Seminars
16	Seminar content
18	Systemic Conflict Analysis
19	Peace and Conflict Projects
20	Constructive Third-party Intervention
21	Creative Techniques for Conflict Transformation
22	Online seminars
23	Dealing with the Past
24	Gender in Peace and Conflict
25	Conflict-sensitive Work with Refugees
26	Peace Psychology
27	Dialogue Processes
28	Civil Peace Service as a profession
29	Tailored seminars
30	Virtual self-study platform
31	Our seminar venue
32	Imprint

Dear Readers,

Without wishing to downplay the explosive nature of the critical developments taking place around the world at the moment, it seems very helpful to recall that even profound crises are always followed by a period of stability, so that the sense of hope and confidence is not drowned out entirely amidst all the pessimistic noise. Even in periods in which basic democratic values are being shaken, when people are having to flee war, destruction and poverty and cannot always expect to be met with solidarity and empathy, it is essential to think positively about peace and not just see of it as an absence of violence and fear. Peace is a quality in its own right. Peace happens and is disrupted. Local disturbances have global repercussions and demand concerted action that is responsible and reliable. In this area of conflict there are people who work with others to champion peace in an interconnected world.

I am delighted to be able to present our annual programme for 2019. We hope that what we are offering will inspire and enable more people to adopt a constructive and non-violent approach to resolving conflicts and injustice.

At our Academy for Conflict Transformation, you have several options for learning more about peace and conflict work. You can start off with our orientation weekends. For in-depth preparation, we offer a ten-week, full-time course in English twice a year, and a ten-month, part-time course in German with a blended learning format once a year. In addition, we have developed online seminars which you can participate in regardless of where you are based.

As well as acquiring specialist knowledge and methods and practising and applying what has been learned, we also attach particular importance to reflecting and working on our own behaviour and attitude because thinking and exchanging views about our own role and experience are absolutely vital for professional peace work.

We hope this booklet contains everything you wish to know about what we offer so that you can make an informed decision. It includes the names and contact details of the people who will be more than happy to give you the individual advice you may require to find the training course or seminar that is most suitable for you and your situation.

If you have any further questions, we will be delighted to speak to you. Do not hesitate to give us a call or contact us in some other way.

With kind regards,



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 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.

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



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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.

Specially-trained peace and conflict consultants work to foster 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: Faiz Al Senwi

Faiz Al Senwi comes from Yemen. The war taking place in his country meant that he was forced to close his consultancy for communication, team building and conflict resolution. In 2016, as a scholar of the Friedrich Ebert Foundation (FEF), he completed the training in peace and conflict work as a full-time student at the Academy for Conflict Transformation.

Today Faiz Al Senwi works as a consultant and trainer for Yemeni and international organisations. He is particularly committed to ensuring equal rights for women and combating gender-based violence, and he is currently working on a project for the UNFPI and the Yemen Women’s Union. In addition, he has led projects to support youth initiatives and is currently supporting the training of consultants and trainers in conflict transformation.

Working with his own team, he conducts conflict analyses and plans peace projects in his home country. “A major problem in Yemen which the war entails is violence in schools. Youngsters bring weapons with them to school, and teachers and school administrators frequently become violent in difficult situations,” recounts Faiz Al Senwi. He works with all the parties involved to develop projects which are designed to end the spiral of violence and ensure that in the future people can engage peacefully, respectfully and constructively with one another.



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

»After completing my training at the Academy for Conflict Transformation, I felt confident and self-assured. I have built up a great deal of expertise and courage to help me in my work as a peace and conflict consultant and made a plan for what I would like to achieve in the next ten years.«



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 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.

Fundamental principles

- Key concepts in civil conflict work and conflict transformation
- Peacebuilding work and the Civil Peace Service in theory and practice – actors, approaches, principles
- Psychosocial approaches in peace and conflict work
- Group processes, teambuilding
- Communication models

Course content

Methods and practical skills

- Systemic conflict analysis
- Creative approaches to conflict transformation
- Conflict-sensitive planning, monitoring and evaluation (PME)
 - Reflection on group processes
 - Methods of conflict intervention, negotiation and mediation techniques
 - Consultancy

People skills

- Self-awareness and self-reflection
 - Intercultural awareness
 - Understanding of roles
 - Communication behaviour
 - Conflict behaviour
 - Self-care

**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 on a Civil Peace Service (CPS) 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:**Spring**

25.03. – 29.05.2019 in Königswinter/Bonn, Germany

Autumn

03.09. – 07.11.2019 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. Jamie Walker, Educational Consultant

How much does the course cost?

A fee of € 3,750 is charged.

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, 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 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.

Seminar phases:

residential*	21.02. – 23.02.2019
online	24.02. – 10.04.2019
residential*	11.04. – 13.04.2019
online	14.04. – 10.06.2019
residential*	11.06. – 15.06.2019
online	16.06. – 14.08.2019
residential*	15.08. – 17.08.2019
online	18.08. – 09.10.2019
residential*	10.10. – 12.10.2019
online	13.10. – 27.11.2019
residential*	28.11. – 30.11.2019

*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:

21.02. – 30.11.2019 in Königswinter/Bonn, Germany
Application period: 15.09. – 15.11.2018

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 charged.

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.

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). The total cost for each participant in this course is € 5,000.

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

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

To apply for the part-time course in 2019, please submit your application between 15 September and 15 November 2018. Interviews are expected to be held in December 2018.

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 28.



Seminars

- Seminars in peace and conflict work
- Online seminars
- Civil Peace Service as a profession
- Tailored seminars
- Self-study

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 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 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 three to five days. They are conducted in English and held at our venue in Königswinter near Bonn, Germany.

Registration and fees

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

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

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 % off 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).



Milia Eidmouni
Participant in the full-time course in
peace and conflict work in 2017
Journalist and peace consultant in Jordan

»I'm a Syrian journalist and co-founder of the Syrian Female Journalists Network (SFJN). I'm originally from Homs, Syria, but I have been living in Jordan since the end of 2012. As a media and gender trainer I am working with local female and male journalists by providing capacity building and writing skills training. My work focuses on breaking the stereotypes surrounding female journalists in the region, women's rights, gender justice and the positive role of women during conflict, and how women are contributing to justice and peace.

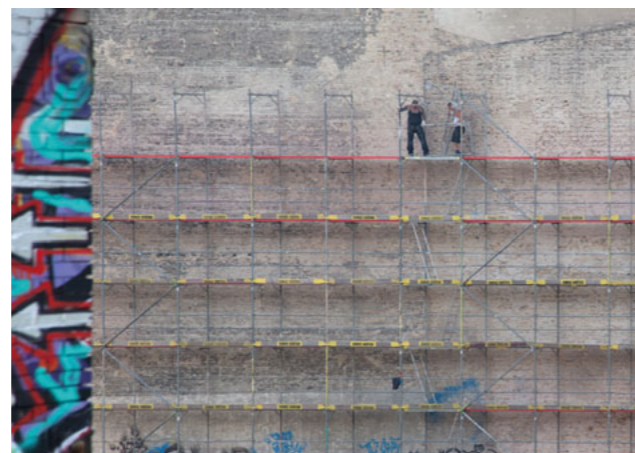
The course at the Academy has given me the opportunity to discover myself again as a person and as a peace worker. The holistic programme and content is really something unique. Since my return to Jordan I'm trying to encourage my female friends to apply, as I believe women are still under-represented in the field of peace and conflict transformation. With the skills and knowledge that I and other female participants gained on the course, we can make a difference in our countries. I am grateful for this opportunity.«

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 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)
- Work on case studies



Language: English

Seminar dates:

Tue 23.04. – Sat 27.04.2019 in Königswinter, Germany
Mon 01.10. – Fri 05.10.2019 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 (10–12 of whom are participants of the full-time training course, see page 10)

Participation fee: € 750

Please read further information regarding the participation fee on page 16.

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 implementation 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. You will then apply the methods you have learned to specific peace and development projects and reflect on the results.

Seminar content

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



Language: English

Seminar dates:

Mon 29.04. – Fri 03.05.2019 in Königswinter, Germany
Mon 07.10. – Fri 11.10.2019 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 (10–12 of whom are participants of the full-time training course, see page 10)

Participation fee: € 750

Please read further information regarding the participation fee on page 16.

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 are 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
- Traditional and facilitative models of mediation
- Understanding of roles
- Dialogue and mediation processes
- Methods of building trust and creating “safe spaces”
- Influence of culture, society, gender and power



Language: English

Seminar dates:

Mon 06.05. – Fri 10.05.2019 in Königswinter, Germany

Mon 14.10. – Fri 18.10.2019 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 (10–12 of whom are participants of the full-time training course, see page 10)

Participation fee: € 750

Please read further information regarding the participation fee on page 16.

Creative Techniques for Conflict Transformation

Theatre Approaches in Peace and Conflict Work

Creativity can foster the rediscovery of our own capabilities and the faith we have in ourselves as well as in our capacity to envision peace and transformation. Theatre approaches have the potential to help us overcome feelings of powerlessness and engage us in collective processes of addressing silenced issues such as oppression and violence as well as imagining and rehearsing concrete steps of transformation.

Our seminar aims at familiarising you with the methodology of Augusto Boal’s Theatre of the Oppressed that draws deeply on Paulo Freire’s concept of dialogical learning. The seminar is shaped by a balance of personal and collective experiencing of practical theatrical exercises and common methodological reflection in the group. You will gain profound insights about the integration of Forum Theatre and other theatre approaches into processes of conflict transformation and peacebuilding. During the process, the group will be seen as the central source for collective learning and reflection.

Seminar content

- Games, exercises and techniques from Theatre of the Oppressed (focused practice and methodological reflection as well as sound overview of theory and practice)
- Power dynamics and hierarchy in conflicts, personal conflict dynamics, emotional aspects of experiencing conflict
- Didactic knowledge concerning the facilitation of creative theatre techniques in peace and conflict work
- Insights into the Playback Theatre approach and its potential for peace and conflict work (video presentation)



Language: English

Seminar dates:

Mon 13.05. – Thu 16.05.2019 in Königswinter, Germany

Mon 21.10. – Thu 24.10.2019 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 (10–12 of whom are participants of the full-time training course, see page 10)

Participation fee: € 750

Please read further information regarding the participation fee on page 16.

Online seminars

We first began offering online seminars in 2017 to enable you as professionals in the field to specialise in transversal, peace and conflict related topics that are essential to your working context. A virtual learning space and a flexible course schedule will allow you to deepen your understanding of those issues that affect your work and will allow you to put the acquired knowledge to use directly.

Methodology

The facilitator will use her/his expertise to guide the exchange among participants which will constitute the core element of the seminars. In order to ensure a productive and profound sharing of experiences on both a professional and personal level, the number of participants is limited to 16 people.

Special attention will be paid to trust-building and confidentiality, so that the whole process takes place in a safe environment. The seminar will be composed of a blend of theoretical background, homework, reflection of your work and daily life, input by the facilitator and online discussions. The specific tasks to be completed will depend on the content and nature of each seminar.

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 classroom at your own pace. You will have to complete the seminar tasks and read 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 of 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. A headset is highly recommended. We will assist you with sorting out all further technical details.

Online seminar

Dealing with the Past

Remembrance, reconciliation and reintegration

Among the many challenges facing societies in post-conflict transition, dealing with the emotional, psychological and social wounds left by the violations of human rights committed during the conflict is probably one of the most complex tasks. History is filled with examples of societies that ignored such atrocities in an attempt to leave the conflict behind – only to find themselves caught in continually renewing cycles of recrimination and animosity. For long after a formal peace has been declared, victims feel the impact of war. The demand for answers and accountability shows only the surface of deep wounds that result in social fracture.

In order to answer to this challenge, it is important to understand the historical dynamics that lead to this fracture, the roles in which the perpetrators and victims might get stuck, the reforms that public institutions need to put in place and the important part that history plays. This course focuses exactly on that process of social transformation that takes place through a new, shared, empathic reading and understanding of history and conflict. The aim is to comprehend how that process can occur and be accompanied, and which possible measures might be implemented to break the cycle of grief and blame so that a transition to the reality of the present can take place.

Seminar content

- Understanding of the challenges that arise in a post-conflict society and the wounds left by the episodes of violence at the different levels
- Strategies for addressing this situation and familiarisation with the field of Dealing with the Past
- Fostering of context sensitivity through an understanding of different situations across the world
- Comparative analysis across post-conflict areas
- Development of a comprehensive Dealing with the Past strategy for a contemporary situation of participants' choice



Language: English

Seminar dates: March – April 2019

Time: To be defined.

Please check our website regularly for specific information on the dates and times of the seminar.

Number of participants: max. 16

Participation fee: € 350

The participation fee includes registration on the online learning platform, a technical introduction and supervision during the seminar. For registrations up to six weeks before the seminar start date, we offer an early-bird discount of 10 % off the participation fee.

Gender in Peace and Conflict

Understanding the impact of gender dynamics in peace building processes

This seminar is based on the idea that an in-depth discussion of the aspect of gender is necessary to understand current conflict situations and peace-building efforts, as well as to address the challenges that surround them. We will deconstruct societal and institutional structures that are built on and simultaneously lead to violence, and analyse how gender influences the complex, self-reproducing dynamic of power and oppression.

From the most visible measures for gender equality, such as equal pay, to the most deeply-rooted preconceived ideas about gender roles, participants will engage in a cross-cultural debate to go beyond the surface of the dichotomy between oppressor and victim. We will explore the complex relationships engendered by concepts like ethnicity, race, class, gender, sex or nationality, and see how they impact questions of power, privilege, belonging and, ultimately, peace and conflict.

Seminar content

- Definition and clarification of the key terms: sex, gender, sexuality, feminism, masculinity, femininity, violence
- Historical and cultural overview of the main preconceived ideas around gender, gender roles, sex, and the influence of all of this on social peace and the prevention/promotion of violence
- Discussion about the complex interaction of elements that generate gender-based social dynamics related to peace work
- Familiarisation with current streams of thought developed to address deeply-rooted cultural preconceptions of gender definitions and pursue social transformation.



Language: English

Seminar dates: April – May 2019

Time: To be defined.

Please check our website regularly for specific information on the dates and times of the seminar.

Number of participants: max. 16

Participation fee: € 350

The participation fee includes registration on the online learning platform, a technical introduction and supervision during the seminar. For registrations up to six weeks before the seminar start date, we offer an early-bird discount of 10 % off the participation fee.e.

Conflict-sensitive Work with Refugees

The psychosocial implications of refugee work

Working with refugees and internally displaced persons (IDPs) fleeing from conflict regions presents many challenges. Beside the need for humanitarian support, the elements of the initial conflict must be taken into account, along with the psychological well-being of the refugees. The distribution of resources, the encounter with a new culture and society, as well as the surrounding uncertainties about the future often give rise to new conflicts, either with the host community, among refugees themselves or within oneself.

In our seminar, you will become familiar with the terminology of conflict-sensitive refugee and IDP work. You will develop an eye for the complex network of elements that surround the situation and will use examples and case studies to practice the possible implementation of strategies and activities. The psychosocial dimension of this kind of work will constitute one of the main elements of the seminar.

Seminar content

- Terminology: refugees, migrants, asylum seekers, returnees, internally displaced persons (IDPs), inclusion, integration
- Conflict-sensitivity and “Do No Harm” in refugee and IDP-related work
- Needs assessment, humanitarian assistance, transitional aid, risks and undesired consequences
- Refugee and IDP-related conflict-sensitive Project Cycle Management
- Psychosocial dimensions and trauma sensitivity
- 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: May – June 2019

Time: To be defined.

Please check our website regularly for specific information on the dates and times of the seminar.

Number of participants: max. 16

Participation fee: € 350

The participation fee includes registration on the online learning platform, a technical introduction and supervision during the seminar. For registrations up to six weeks before the seminar start date, we offer an early-bird discount of 10 % off the participation fee.

This seminar is an introduction to the psychological bases, causes and effects of violence and peace. Through an understanding of the psychosocial aspects that surround conflict, participants will be able to analyse the key elements that play a role in promoting peace at all different levels of society – and the challenges that come with it. This seminar touches upon the most personal, intimate aspect of our being –our psyche– and connects what happens in it during times of violence with the wider social effects of conflict.

As participants you will not only be asked to study external cases, but also reflect deeply on your own inner processes in relation to yourself and others. Only through the comprehension of first-hand experiences will you be able to apply the new knowledge and skills for the prevention of violence and fostering of psychosocial healing.

Seminar content

- Identification and analysis of the psychological elements of peace and conflict within oneself, with others and on the broader levels of social interaction (communities, cities, countries)
- Learning how to apply peace psychology in a practical implementation of strategies
- Self-reflection for a deeper, more meaningful understanding of peace psychology and the dynamics within ourselves and with others
- Familiarisation with the concepts of trauma, resilience, self-care, belonging, reconciliation



Language: English

Seminar dates: September – October 2019

Time: To be defined.

Please check our website regularly for specific information on the dates and times of the seminar.

Number of participants: max. 16

Participation fee: € 350

The participation fee includes registration on the online learning platform, a technical introduction and supervision during the seminar. For registrations up to six weeks before the seminar start date, we offer an early-bird discount of 10 % off the participation fee.

Promoting, initiating and accompanying the conversation 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 impartial 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.

Paying special attention to all key elements of a congruent communication style – such as listening, body language, cultural sensitivity or voice – you will learn about the necessary components around dialogue processes. From the creation of a safe space with each of the parties involved to the structural and institutional requirements of a dialogue, going through the separation of roles and clarification of objectives, this seminar seeks to increase your awareness on all the small, yet crucial elements that surround a dialogue process.

Seminar content

- Term clarification: dialogue, mediation, negotiation, conversation, talk, facilitation, agreement
- Paying attention to the detail: physical space, voice tone, influence of gender, cultural sensitivity, power dynamics, translations
- Understanding of roles and how they impact the process
- Safe space and trust-building



Language: English

Seminar dates: October – November 2019

Time: To be defined.

Please check our website regularly for specific information on the dates and times of the seminar.

Number of participants: max. 16

Participation fee: € 350

The participation fee includes registration on the online learning platform, a technical introduction and supervision during the seminar. For registrations up to six weeks before the seminar start date, we offer an early-bird discount of 10 % off the participation fee.

Civil Peace Service as a profession

Information seminar on the work of a Peace and Conflict Consultant

Civil Peace Service (CPS) is the principal German policy instrument of public-civil society peacebuilding efforts in crisis and conflict contexts. This seminar offers an insight into the tasks and work contexts of a peace and conflict consultant within the CPS programme. Furthermore, information on professional training and development will be provided for both recent graduates and experienced professionals.

A broad range of careers

From human rights monitoring to setting up structures for dialogue and cooperation to dealing with the past or working with trauma: the work contexts and tasks of a peace and conflict consultant within Civil Peace Service are manifold. However, what they all have in common is close cooperation with local partner organisations. Whether you are a young professional or a career changer with professional experience, civil conflict transformation and peacebuilding offers a broad range of career options for various professional paths.

Professional skills

If you are considering professional peace and conflict work as a career goal, it is important to be aware of your skills, your personal and professional goals as well as needs for professional development. Hence, this seminar focuses on the professional circumstances of the participants and will look at skills and competencies required by relevant organisations as well as options for further qualification in the area of Civil Peace Service.

Seminar contents

- Introduction to the work of a CPS peace and conflict consultant
- Fields of activity within the CPS programme
- Qualifications and skills for working as a peace and conflict consultant
- Options for young and experienced professionals
- Sharpening your personal profile



Language: German

Seminar dates:

This seminar takes place several times a year.

Please find further information on the dates and venues as well as the participation fees on our website at www.forumZFD-akademie.de/en or contact us at akademie@forumZFD.de.

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 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.

Virtual self-study platform

Develop your specialist knowledge online

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

Please find further information at:
www.forumZFD-akademie.de/en/self-study

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:

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

By tram

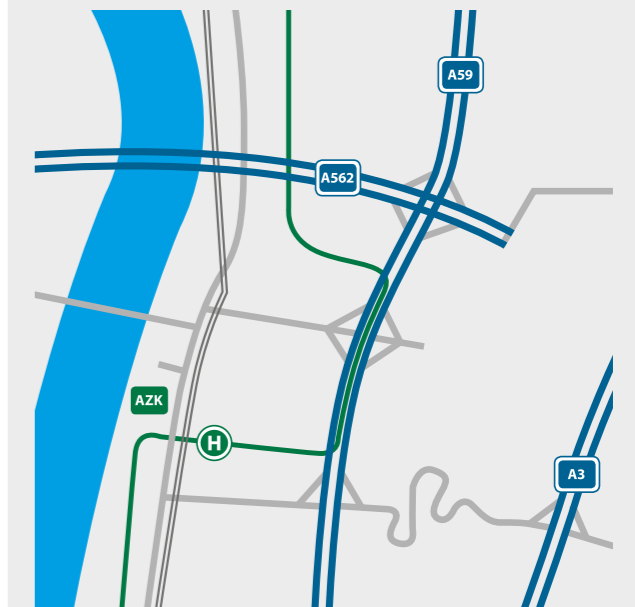
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By car

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Civil Peace Service

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