FULL-TIME COURSE IN PEACE AND CONFLICT WORK

07 March to 09 May 2023
Arbeitnehmer-Zentrum Königswinter (AZK) in Königswinter, Germany

Course goals, approaches and methods

The aim of this course is for you to acquire the appropriate skills and knowledge needed to work on the diverse and multi-faceted field of peace and conflict work. You will deepen your understanding of conflict dynamics, and their non-violent transformation, including: clarifying the key concepts of civil conflict transformation, analyzing conflicts, designing peace projects, as well as gaining a deeper understanding of your role and attitude as a peace worker in this field.

The consolidation of your sense of self, awareness of own patterns, attitudes, behaviors, biases, needs and limits, as well as your understanding of group dynamics and the importance of communication, are core issues to the course, and are not only worked on through a theoretical input, but are consistently brought to the focus through self-reflection and group sharing.

The course utilizes the elicitive training model, where the learning journey is aimed at discovery and creation using your own experiences and knowledge as the main resource, and where the trainers are catalysts and facilitators rather than experts. Your learning also continues after the official sessions as you will be living together with the other participants throughout the 10 weeks.

At the end of the intensive full-time course, the participants will have:
- Examined their own motivations, attitudes and perspectives on peace work;
- Practice the selected CT skills and identify ways and ideas how could they be implemented in their work settings;
- Examined their own conflict settings as well as their own projects through the use of different lenses and frameworks offered in each module;
- Developed project ideas or improve existing projects derived from the results of the conflict analysis
- Identified approaches, frameworks, methods and tools they can realistically apply or adapt and identify ideas for its successful implementation

Target Participants
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 work experience.

Course structure

The 10-module course starts with an introduction week and ends with a wrap up week which will be facilitated by the course educational advisors.

The main modules are divided into three learning blocks with each block conveying a cluster of related knowledge and skills.

Module 1: Introduction (5 days)

The course starts with a 5-day welcome module. The module ensures that the participants arrive smoothly, with an overview of the whole course program, the leaning outcomes, have time to get to know each other well and find a common rhythm as a group. The participants will also get to discuss on the basic concepts (peace, conflict violence, nonviolence and conflict transformation).

Block 1: Skills and attitudes in Conflict Transformation

Module 2: Attitudes and roles in complex contexts (4 days)

- Critical reflection of one's roles and motivations
- Roles as well as desirable attitudes and skills peace workers (with a deepening on the soft skills)
- Dealing with complexity and simplicity
- Understanding trust building, tension and cooperation
- The role of communication in conflict transformation and peacebuilding

Module 3: Introduction to dialogue facilitation (5 days)

- Dialogue: thought models, framework and principles, application, limitation and challenges.
- Dialogue Facilitation: Types, processes and steps
- The dialogue facilitator: Mandate, roles and positionalities, skills and attitudes required
- Critical factors for consideration as dialogue facilitators: Power structures / asymmetries, participation and inclusion, multi-partiality, and other dilemmas
- Application in various contexts (also in the context of the participants)

Module 4: Nonviolent action / Civil resistance advocacy and lobbying (4 days)

- Nonviolence as a philosophy, lifestyle, and a conflict transformation tool
- NVA strategies, tactics and methodologies for social movements
- Examples around the world that demonstrate success
- complementarity of the nonviolence actions and peace work
- Roles that peaceworkers can take on in the NVA
- Applications, limitations and challenges in your work context

Block 2: Peace Programming

Module 5: Conflict Analysis (6 days)

There is 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 an intervention. The course gives an introduction into a variety of different analysis methods and offers insight into their practical application in the field.

- Introduction to conflict analysis and various tools, its uses and limitations
- Systems thinking in Conflict Transformation
- Systemic conflict analysis
- Entry points for intervention
- SCA application, limitations and potential challenges

Module 6: Designing Peace projects (5 days)

- Entry points for intervention
- Overview of planning tools: applicability and limitations in peace programming
- Designing impact oriented projects through the Reflecting on Peace Practice framework
- Dilemmas and challenges in peace programming

Block 3: Mainstreaming crosscutting themes

Module 7: Environment, people and Conflict (4 days)

- Interlink / interdependence between the environment, people and conflict
- Specific framework or approach
- Mainstreaming the environmental issues in future or existing peace projects
- Practical tools / checklists to use.
- Review of the projects they have designed in the previous block using this lens
- Future use and application

Module 8: Identity and Power (4 days)

- Power structures and power dynamics, reflection of privileges and biases
- Role of identity in conflicts and CT
- Intersectionality
- Strategies for inclusive peace work
- Practical tools, checklist to use in mainstreaming the topics power and identity in existing or future programmes and projects
- Review of the projects they have designed in the previous block using this lens.

Module 9: Conflict sensitive approach in PB (4 days)

- Basic framework, principles and pillars of conflict sensitivity
- The importance of conflict sensitivity in peace programming
- The CS practice and practical tools / checklists to use.
- Critical factors for effective mainstreaming / institutionalizing conflict sensitivity
- Review of the projects they have designed in the previous block using this lens and future application in their work contexts

Module 10: Wrap up and Closing (5 days)

The wrap up week towards the end of the course would be utilized to assess the knowledge, skills and attitudes and making a bridge towards application in the participants' work contexts. It would also be used to conduct one on one talks, to celebrate and say goodbye.

Overview of the course schedules

Module	Date	Title
1	07.-12.03.24	**Arriving**
Attitudes and Skills in Conflict Transformation		
2	14. - 17.03.24	**Attitudes and Roles in Complex contexts**
3	19. - 23.03.24	**Dialogue Facilitation**
4	25. - 28.03.24	**Nonviolent action**
Course Break: 29.3. - 01.04.24		
Peace Programming		
5	02. – 07.04.24	**Conflict Analysis**
6	10. – 14.04.24	**Designing Peace Projects**
Course Break: 15. – 18.04.24		
Mainstreaming crosscutting themes		
7	19. – 22.04.24	**Environment, People and Conflict**
8	24. – 27.04.24	**Identity and Power**
9	29.04. – 02.05.24	**Conflict Sensitivity**
10	05. – 09.05.24	**Wrap up**