



COURSE DESCRIPTION

FULL-TIME COURSE IN PEACE AND CONFLICT WORK

10 March to 10 May 2025

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 learning 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: Steering Stakeholder Processes (4 days)

When it comes to the implementation, all Peacebuilding projects rely on local networks and the close collaboration with partners. This is why we will dive deeper into different forms of stakeholder engagements, focussing on the dynamic contexts and shrinking spaces that form a challenge in most conflict contexts. At the same time, we will critically reflect upon existing power asymmetries and the connection to interest, values and working approaches in our collaborations.

The Module includes the following topics:

- Different forms of stakeholder engagements, with a focus on working with partners in dynamic contexts and shrinking spaces;
- Key steps in steering multi-stakeholder process, together with practical tools that will support the process;
- Critically reflect the linkages between power asymmetries, the creation of meaningful participation and pitfalls connected to interests, values and working approaches;
- Comprehensive approaches to include multi-stakeholder processes in the design and implementation of projects and programs.

Module 3: Introduction to dialogue facilitation (5 days)

Dialogue is one of the most common or most known third party intervention in the conflict context. Effective facilitation is a result of a long standing practice and a product of reflection and insight on what works and what does not work in specific contexts. The training does not expect that at the end of the course, participants will be effective facilitators rather, will offer insights into the various dimensions of dialogue facilitation and the necessary skills and attitudes required, also with due consideration of the person's own positionalities, privileges and biases.

The Module includes the following topics:

- 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)

The civil society, over the past decades has repeatedly demonstrated the potential to bring about social, cultural, and economic change without resorting to violence. Peaceworkers facing complex situations do not only employ 'classic' peace work but rather a combination of different approaches and tactics.

Further, peace practitioner and author Diana Francis puts out a conflict transformations model that emphasizes on the centrality on power dynamics and the role of nonviolent action as an integral part of the whole conflict transformation processes.

The Module will include the following topics:

- 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
- Systemic conflict analysis application, limitations and potential challenges

Module 6: Designing Peace projects (5 days)

During this course, participants will be introduced to key terms from the wider field of planning, monitoring, evaluation, and learning in the context of conflict transformation and peacebuilding. They will explore the underlying concepts and learn how to design, plan, implement and monitor peacebuilding impact oriented projects and programs through the Reflecting on Peace Practice Framework. By the end of this 5-day training, the participants will have developed conflict transformation programming skills, and are able to plan peacebuilding projects according to the RPP Matrix, also with due consideration to the programming challenges and dilemmas.

Building on from the results of the conflict analysis of the previous Module.

- 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: Conflict sensitive approach in PB (4 days)

Peace initiatives impacts on their context or conflict systems, therefore a conflict sensitive approach to PB programming not only minimizes the risks of exacerbating tension or creating new one, but also enriches the projects' contribution to sustaining peace.

This Module will provide an overview of conflict sensitivity and why it is paramount for peacebuilding organizations to institutionalize CS in their programs.

- 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 8: Identity and Power (4 days)

Identity is complex, fluid and changing. Identity power and relationships can be used as an instrument for inclusion, but also othering, and can therefore prove to be pivotal in conflict transformation. Peace and conflict work includes working with a multitude of actors who have various and multi-faceted identities and often unequal access to power. Their different perspectives on the conflicts in question, their role and willingness to engage in peacebuilding are essential in addressing the root causes and elements of conflict.

The course aims to enable peace and conflict workers to play a role in supporting or providing a space where conflicts are constructively addressed, while at the same time giving them a chance to critically explore identity and power for themselves and reflect on their own motivations, roles, legitimacy and impact in the field.

- 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: Environment, people and Conflict (4 days)

The discourse on the interrelationship between conflicts and environmental fragility has taken on a center stage in the last few years. Many violent conflicts negatively affect the environment, while climate change is seen as a key conflict driver by putting pressure on livelihoods, scarcity of resources, migration and habitat loss. It has therefore become imperative that practitioners should consider the environment in its conflict analysis and peace programming.

In this module, the participants will get a deeper understanding of the interdependence of people, conflict and the environment. They shall test and apply a framework that integrates the environment in the conflict analysis and peace programming. Further, they shall reflect on the utility and adaptability of this framework in their own conflict settings.

- 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 10: Wrap up and Closing (3 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	10.-14.03.25	Introduction
Course Block 1: Attitudes and Skills in Conflict Transformation		
2	17. - 20.03.25	Steering Stakeholder Processes
3	22. - 26.03.25	Dialogue Facilitation
4	28. - 31.03.25	Nonviolent action
Course Break: 01. – 04.04.25		
Course Block 2: Peace Programming		
5	05. – 10.04.25	Systemic Conflict Analysis
6	13. – 17.04.25	Designing Peace Projects
Course Break: 18. – 21.04.25		
Course Block 3: Mainstreaming crosscutting themes		
7	22. – 25.04.25	Conflict Sensitivity
8	27. – 30.04.25	Identity and Power
9	02. – 05.05.25	Environment, People and Conflict
10	08. – 10.05.25	Wrap up

Certification requirements

The course certification requirements serve as a guideline for the participants to critically evaluate their own learning progress and as a point of reflection on the importance of their continued engagement with the group, participation in the course and commitment to the tasks.

The specific requirements of the Full-time Course in Peace and Conflict Work 2025 are the following:

- Punctuality and regular attendance during the 10-week course. Participants are allowed up to 5 days of absence, with permission from the Academy, to attend to urgent issues;
- Completion of 90% of the compulsory tasks and deliverables per module; and
- Respect and observance of the agreements about the learning process such as; active participation, treating each other with respect, readiness to work on one's own skills, willingness to resolve conflicts in a constructive way, and openness to reflect on one's roles and behaviours, emotions and thoughts.

The course team shall offer one on one talks with each participant to jointly reflect on the individual learning progress and the personal experience connected with the course. Constant communication throughout the course between the course team and the participants is a crucial element in the process of applying the requirements stated above with coherence and flexibility. It is expected from the participant that he/she/they take responsibility of their participation, and in the case of them running the risk of missing the requirements, they will approach the team. The course team will equally approach participants should they be at risk of not complying with the requirements.

Exceptions on individual basis and/or alternative tasks as compensation of missed requirements could be granted in agreement with the course team.

Gaining new knowledge and perspectives and learning new skills are the core outcomes of the course. However, inability to meet most or all the requirements may lead to the participant not receiving a certificate at the end of the course.