



ProPeace

Academy for
Conflict Transformation

COURSE DESCRIPTION

FULL-TIME COURSE IN PEACE AND CONFLICT WORK

05 March – 05 May 2027

Jugendakademie Walberberg, in Bornheim, Germany

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Committed to Peace

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1 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 but not limited to: clarifying the key concepts of civil conflict transformation, analysing 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, behaviours, 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 whole course.

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 conflict transformations 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

2 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 humanitarian work, who have already relevant work experience.



3 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 (05 - 09 March)

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).

The main modules (Modules 2 to 9) are divided into three learning blocks with each block conveying a cluster of related knowledge and skills and will be facilitated by external trainers.

Block 1: Skills and attitudes in Conflict Transformation (12 - 25 March)

Module 2: Conflict Sensitivity (12 – 15 March)

Peacebuilding and conflict sensitivity are two concepts that are mutually inclusive but not completely the same. A peace initiative could be implemented without due consideration on the project's unintended impacts on the context or conflict systems. A conflict sensitive approach to Peace 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 conflict sensitivity in their programs. It will also allow the participants to apply conflict sensitivity using real life case studies from the respective contexts.

The module includes the following topics:

- Basic framework, principles and pillars of conflict sensitivity
- Understanding Conflict Sensitivity and Peacebuilding: Distinguishing mutual inclusive areas and differences
- The importance of conflict sensitivity in peace programming
- Critical factors for effective mainstreaming / institutionalizing conflict sensitivity
- Assess own projects and conflict contexts through the lenses of conflict sensitivity



Module 3: Power, Identity and Privilege (17 - 20 March)

Peacebuilding does not take place in a social or political vacuum. The identities we hold, the identities attributed to us, and the power and privilege attached to these identities shape how we experience conflict, how we relate to others, and how peacebuilding interventions are designed and implemented. At the same time, peacebuilding itself can reinforce or challenge existing power relations, inequalities and forms of exclusion. The course explores all of this as well as colonial legacies and their continued manifestations in international cooperation and peacebuilding, inviting participants to critically reflect on established approaches, assumptions and practices within the field.

The module includes the following topics:

- Getting familiar with relevant concepts (such as: identity, power and power relationships, racism, diversity, postcolonialism and intersectionality etc.)
- Reflecting those concepts in relation to the field of peacebuilding and one's own work
- Identify mechanisms for diversity
- Concrete tools and strategies for inclusive peacebuilding

Module 4: Trauma, Stress Management and Resilience (22 - 25 March)

Practitioners working in the peacebuilding, humanitarian and development sectors are often ex-posed to traumatic and stressful environments that can significantly impact on their mental health and general well-being. Understanding these stressors and their effects can provide valuable in-sights for themselves and those supporting them and working with them. Further, insights into the emotional effects and coping mechanisms can help in fostering resilience and ensuring that practitioners can both sustain their work and protect their mental health at the same time.

The module includes the following topics:

- Key concepts, principles and distinctions of trauma, stress, and resilience
 - Common patterns and responses to trauma and stress in conflict and post-conflict settings
 - Recognizing personal and professional trigger points and awareness of boundaries
 - Developing and building up individual and team resilience
 - Identifying and integration of strategies and practices to support individuals and groups to allow for sustaining practitioners in their work contexts
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Block 2: Peace Programming (30 March - 11 April)

Module 5: Conflict Analysis (30 March - 04 April)

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 training introduces a variety of different analysis methods and offers insight into their practical application in the field.

The module includes the following topics:

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

Module 6: Designing Peace Projects (07 - 11 April)

During this training, 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, Theory of change and building blocks to peace Frameworks. By the end of this 5-day training, the participants will have developed conflict transformation programming skills, and are able to plan peace projects also with due consideration to the programming challenges and dilemmas.

The module includes the following topics:

- Improving effectivity in peace projects
 - Strategic Entry Points (linked to the conflict analysis of the previous module)
 - Reflecting on Peace Practice and Theory of Change
 - Impact oriented programme design
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Block 3: Mainstreaming Crosscutting Themes in Peacebuilding (16 - 30 April)

Module 7: Dialogue Facilitation (16 - 20 April)

Dialogue is one of the 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 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. Through the balance between general concepts and practical exercises, the participants will get the chance to test and improve their ability to facilitate dialogue within a safe space.

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, among other dilemmas
- Application in various contexts

Module 8: Environment in grassroots peacebuilding (22 - 25 April)

The links between the environment and conflict are increasingly evident. Climate change can intensify pressures on already fragile governance systems, while damage to ecosystems can threaten the livelihoods and resources communities depend on. At the same time, communities that deal with conflicts have less possibilities and resources to invest in the adaptation to climate change. Understanding these connections is essential to building lasting peace.

In this training, participants will practice a structured approach to analysing how environmental and conflict dynamics interact. They will explore how to integrate these insights into existing programs and support more sustainable, locally grounded peacebuilding.

The module includes the following topics:

- Interdependence between the environment, people and conflict
- Mapping environmental vulnerabilities and conflict drivers
- Analysing drivers for resilience, peace and social cohesion



- Integration in peace programming

Module 9: Creative Approaches to Peacebuilding (27 - 30 April)

Creative approaches can help people engage with conflict, build relationships and imagine new possibilities for change. This module explores how methods such as theatre, music, movement and sport can be used in peacebuilding. Nonviolent Action and Dealing with the Past serve as two example fields for applying these methods: participants will consider how creative practice can support collective action, dialogue, remembrance and social transformation.

Through practical exercises, participants will explore and test different approaches, and learn to use them strategically at personal, community and societal levels. They will reflect on how to adapt these methods to the needs and realities of their own contexts.

The module includes the following topics:

- Theatre of the Oppressed
- Embodiment and movement practices
- Music and sports in peacebuilding
- Dealing with the past: remembrance, dialogue and collective engagement
- Nonviolent action and creative strategies for social change
- Strategy and the use of creative methods across different levels of change
- Peace work in contexts shaped by power asymmetries

Module 10: Wrap up and Closing (03 - 05 May)

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

4 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 behaviors, 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.

5 Course Breaks

There will be two course breaks of 4 days each in between the different blocks.

1. Course break: 26 - 29 March 2027
2. Course break: 12 - 15 April 2027

During these breaks there will be no sessions, therefore, the participants must cover their own accommodation and food. We therefore encourage all participants to leave the venue to gain some distance and process what has been learned so far. It also offers the perfect opportunity to visit some places or people around Germany or Europe.



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6 Overview of the Daily Schedule

07.15 am – 08.45 am:	Breakfast
09.00 am – 10.30 am:	1st Unit
11.00 am – 12.30 pm:	2nd Unit
12.30 pm – 02.00 pm:	Lunch Break
02.00 pm – 03.30 pm:	3rd Unit
04.00 pm – 05.30 pm:	4th Unit
06.30 pm – 07.15 pm:	Dinner