

**International Summer Academy in
Peacebuilding, Conflict Transformation, Mediation, Security & Intercultural Dialogue
Baar, Switzerland**

IPD Summer Academy 19-29 August, 2016 Experts



Marc Finaud
Switzerland



Carrie Pemberton
UK



Joe Gerada
Malta



Edit Kovari
Hungary

1. Marc Finaud is a former French diplomat with experience in bilateral and multilateral diplomacy who has been sharing it in training junior diplomats from all over the world and conducting research in sensitive areas such as arms proliferation, the Middle East, terrorism, peacebuilding, media relations, etc.

Topic names for 2 whole days (1 whole day and 1 half day):

Day One:

Conflict Mapping (Group Work)
Post-Conflict Reconstruction and Peacebuilding (Lecture)
Multilateral Diplomacy: Processes, Techniques, Strategies (Lecture)
Multilateral Negotiation (Group Work)

Day Two:

Understanding Security Sector Reform (SSR) (Lecture)
Mapping the Security Sector (Group Work)
Prioritizing Security Policy (1) (Group Work)
Prioritizing Security Policy (2) (Group Work)

Brief Introduction of each of the topics: (2-5 sentences to attract the participant's attention)

A look at world challenges through the lens both of state and non-state actors as well as cooperative and multilateral responses to improve both national and human security.

2. Dr. Carrie Pemberton has been working in the field of Human Trafficking and the ways in which this a) manifests itself b) is interdicted c) challenges facing trafficking victims POST disclosure d) impacts on those who seek to alleviate the suffering in the face of intense brutalisation. (Chair of the UK Human Trafficking Centre Education and Research stream 2005 – 2007, Director of Cambridge Centre for Applied Research in Human Trafficking 2008 till the present www.ccarht.org).

She has worked in the arena of mediation for the last 12 years including inter community relationship building (diaspora communities, refugee communities and immigration centre facility and local communities, faith communities, in the UK, India and D.R. Congo and South Africa, and local and national government officials in the UK)

A qualified civil mediator in the UK - Carrie has qualified through the London School of Mediation and her work in counter trafficking to handle highly conflicted interpersonal, commercially or territory related as well as community disputes – she works particularly in areas of intercultural dialogue and where personal and community justice issues are under challenge.

Dr Ford has also trained in Integrative complexity frameworks and at level 2 in developing Inner relational focusing (IRF). These are other dynamic means to develop strong strategies which can assist in mediating interests. These strategies include the development of empathy between parties as they search for a way of developing a peaceful future without reversion into binary hostilities, and the 'perverse' refusal of diversity. What we seek to evince in others, we need to have addressed deeply in our own lives, and made peace with our own demons and crazy antitheses which threaten to derail us when we come close to the scorching fire of conflict displayed in others behaviours.

Dr Ford is qualified trainer and adult education teacher, a pastor and theologian, currently supervises MA and doctoral students at the University of Cambridge in Sustainable leadership and development, counter trafficking, intercultural theology, regularly chairs courses for Strategic Gender Equity Planning – (International Centre for Parliamentary Studies) and is a senior assessor for Policing working to the UK Government's College of Policing programme for senior leadership development.

Dr Ford has lived and worked in high conflict environments such as DR Congo and Tamil Nadu (in relation to the Sri Lankan challenges) as well as working in the more mundane but still critical arenas of conflict resolution at Westminster in the role of a Women's National Commissioner for the UK Government, and in local communities as one of the first Anglican Priests in the UK for over fifteen years. The workshops are theoretically underpinned, and interactive, harnessing Kolb's insights on the four stages of learning with the requirement for Concrete Experience - (CE) Reflective Observation - (RO) Abstract Conceptualization - (AC) and Active Experimentation - (AE) in the absorption of new material which will then be able to be routinised into onwards transformed behaviours and increased capacity for engagement.

Topics names for 3 Class Days:

- Conflict Transformation – turning the other cheek or the cheek of turning to the 'other'
- Developing a thinking and appreciative environment in the midst of conflicted interests.

Day one

Morning

Background to Conflict

- What is conflict – developing a working definition
- Delving into our experience of conflict – personal, interpersonal, community, organisational, intranational and international
- Triggers to aggression — requirements for safety
- Establishing a base line for safety – building safe spaces for engagement
- Understanding the stages of conflict escalation
- Developing respect for the other -
- How to de-escalate challenge and develop difference
- IC skill building - respecting each other's requirements
- Building psychological readiness to conflict – de-escalating challenge

Afternoon

Recognising Rising Anger – in Others and Ourselves

- Reading signs and symptoms of aggression
- Managing conflict 'flashpoints'
- The neuro-science of anger/ limbic takeover of Rational functions
- Developing strategies for each person on managing their own limbic responses
- Exploration of capacity to absorb psychic disturbance of conflict and the emotions triggered
- Addressing the positive and negative aspects of anger
- Harnessing anger into a passion for justice
- Workshop group identities and individual immersion into the group
- Making peace with anger
- Strategies for recognizing common values
- The two edged sword of 'Justice'

Day two

Morning

Responding to Conflict

- Understanding why conflict triggers aggression or retreat
- Gender and aggression – group discussion and research
- Exploring the Gendered impact of conflict – why does this matter
- Thinking about the wider community and what happens during political and civil conflict
- Managing our personal space and personal signals when engaging in conflicted arenas
- Sharing our resources – what has worked – what continues a challenge
- Focusing strategies, staying calm and developing levels of disassociation during conflict
- Understanding the neuroscience of conflict
- Body language / Trigger phrases / inner energy – keeping positive and affirming during potential conflict
- Managing ourselves – self-care and the secondary impact of conflict

Afternoon

Developing Curiosity

- Exploration of inner focusing as a tool for developing the capacity to listen
- Overview of the philosophy and theoretical power of inner focussing
- Workshop facilitating active engagement with listening and inner focussing
- Appreciating each other's encounters with focusing
- Considering the contribution of focus partners
- How to develop focusing in one's daily 'self-maintenance'
- Reflecting on the practice of focusing, self care and the capacity to attend to the 'other'

Day Three Morning

Managing our Present Conflicts

- Structuring positive conversation and dialogue / appreciative enquiry
- Venting and permission giving
- Active and reflective listening
- Empathy building and acknowledging difficult emotions and challenges to safety
- Managing unpredictability (personal drugs, alcohol, mental illness, etc. and PTSD and difficult experiences accrued during conflict)
- Accessing interests
- Developing conducive space for further conversation and dialogue
- The use of plenary and caucus spaces for enabling sensitive areas to be aired
- Confidentiality, trying out new grounded ways of expressing difference, We're OK, Your OK
- Markers for developing a future beyond conflict

3. Joe Gerada is a Management Consultant and Trainer, trained at Cranfield College UK and School of Management Singapore. He is a certified trainer by the Chartered Institute for People Management UK. He obtained his Masters degree in Mediation from IUKB Swiss and practices Mediation internationally. He is a former President of the Social Cohesion Committee of the Council of Europe and currently served as the President of the Foundation for Social Welfare Services in Malta.

Topic names for 2 whole class days:

1. Are you a Natural Negotiator?

2. Leadership skills for Mediators

Brief Introduction of each of the topics: (2-5 sentences to attract the participant's attention)

Topic 1: Are you a Natural Negotiator?

Session 1. General Introductory skills

Aim

- To highlight the skills that one needs to develop in order to become a natural negotiator.

Objectives

- To understand the skills you need to succeed
- To assess your interpersonal skills appraisal

- Understand how to Get closer to the outcome you want
- How to triggering the response you want

Session 2. Influencing as a way of life

Aim

-To demonstrate that influencing is a way of doing things as opposed to a skill that you draw on when needed.

Objectives

- Understanding basic Influencing skills
- The role of body language in negotiations
- Understand how to building rapport quickly and easily
- Understand how to use Subtle influencing in spoken and written communication
- Learning how Avoiding inadvertent irritators

Session 3. Persuading in style

Aim

Persuading builds on good influencing and can be done in style that gets you results

Objectives

- To assess where you stand on the ability to persuade
- Learn how to use effective probing
- Understand the effect of the persuasive funnel
- Learn to use the right words and its effect during negotiations
- Assess your assertiveness through self-appraisal
- Understanding the effect of assertive behaviour
- Evaluate some assertive tools

Session 4. Negotiating Successfully

Aim

- To learn how to structure your approach to successful negotiations

Objectives

- Learning the basic principles of Negotiating successfully
- Assessing where you stand regarding your negotiating skills
- How to Increase your bargaining power

Topic 2: Leadership skills for Mediators

Mediators are facilitators to bring diverging positions together but in so doing they have to rely on a whole battery of leadership skills. This course introduces the delegates to some basic concepts of good leadership which, over time, they can adopt and adapt in action while noting the impact their style has on the parties to the issue and on their team.

• The Balanced Leader

What is the difference between leadership and management? This tool shows how the two roles can be combined, using a model to give a balanced focus on the Purpose, the Players and the Personalities.

• Leadership Questionnaire

Building on the model introduced above, this tool invites the participants to complete a three-part questionnaire which helps to identify where the team's focus is currently and where it might need improving.

• Four leadership styles

This tool examines four leadership styles which the leader can use to get the best from his or her team as individuals develop confidence and competence. Different styles but same basic skills which the participants use in different ways as necessary.

• The Directing Style

In many situations a leader must adopt a directing style, and this tool shows what to do. It is called the SMILE model (situation, mission, implementation. Logistics, extra information).

• Trust and Respect

Trust and respect is vital in managing teams. This tool looks at behaviours that enhance or bar building trust and respect and attempt to explore practices that promotes trust. This section will cover the four core components of credibility for trust building and a questionnaire will be conducted to rank how each participant performs with regards to the thirteen prerequisites to build trust.

- **Personal Power**

When a leader is appointed s/he can take some time to settle into the role. Some leaders try to please their team, whereas others temporarily become monsters. This tool looks at the value of personal power used well.

- **Transforming leaders**

This tool introduces the leader to the concept of the transforming leader and how to create an environment that encourages empowerment. The tool helps the leaders to discover their leadership style, understand the advantages and disadvantages and indicates how s/he might improve on them.

4. Edit Kovari is a full-time lecturer at the University of Pannonia in Veszprém, Hungary receiving an MA in English and American Language and Literature (2001) and an MSc in Manager Expert Engineering Human Resources (2009). She was involved in multicultural education in Birmingham, UK between 2000-2001. Between 2005-2008 she was an International Relation Officer of The International Association of English as a Foreign Language-Hungary (non-profit organisation). Since September 2008 she is leader lecturer of the following courses: Comprehensive Business Studies, Improving Negotiation and Presentation Skills, Business Communication and International Business Communication in Hungarian and English. She started her PhD studies in 2010 at the University of Derby, UK. The research focuses on relationship between hotel functional managers' trait emotional intelligence and their task and contextual performance within organisational culture. As a visiting lecturer she has experience in lecturing and giving seminars internationally and has close working and research ties with the University of Fontys in the Netherlands and the University of Derby in the UK. Edit is also a practicing wellness and life trainer and an ontological coach emphasising the triangulation of body-mind and soul.

Topic names for 2 Class Days:

- 1. Ontological problem solving, mediation and coaching in negotiation**
- 2. NLP, empathy and assertive communication with refugees and migrants**

Brief Introduction of each of the topics:

Topic 1: Ontological problem solving, mediation and coaching in negotiation

Aim

-To learn and understand the concept of ontological approach in mediation and negotiation and able to apply this technique by the end of the day.

Objectives

- To learn about ontological problem solving, mediation and coaching
- To differentiate this technique from other mediation methods
- To observe (and evaluate) cases studies
- To learn ontological approach in mediation and negotiation
- To try out and evaluate the technique

Topic 2: NLP, empathy and assertive communication with refugees and migrants

Aim

-To learn and understand the concept of NLP, assertive communication and be able to apply it in real life situation.

Objectives

- To learn the concept of NLP, assertive communication
- To understand the role of empathy in communication and behaviour
- To observe (and evaluate) case studies of refugee and migrant situations
- To try out NLP technique and assertive communication techniques