

X International Summer Academy: 25 July - 03 August 2018

Baar, Switzerland

IPD Academic Programs: Theory - Practice - Research - Exchange - Networking - Contribute

I EXPERT: Dr. Markus Weilenmann from Switzerland

1 full day + 1 half class day

Class days in 26 & 27 July, 2018

Since 1996, **Dr. Weilenmann** is running an independent consulting firm, the Office for Conflict Research in Developing Countries. This firm is based in Zurich-Rueschlikon (Switzerland) and is specialised on governmental consultancies in sub-Saharan Africa. Many mandates in the domain of good governance, human rights, promotion of justice and crisis prevention have been successfully carried out within this framework, mainly for the German GTZ/GIZ, the International Conference on the Great Lakes Region (ICGLR), the International Commission on Legal Pluralism, but also for the Swiss Development Cooperation SDC as well as for several international NGOs like RCN, Misereor, International Alert, EED or HEKS. (www.konfliktforschung.ch) Dr. Weilenmann is a legal anthropologist (he obtained an MA in Social Anthropology at the CH-Zurich University and a PhD in Law in Developing Countries at the NL-Wageningen University); he is a trained Human Rights Officer of the Swiss Department for Foreign Affairs and a regional specialist on the Great Lakes Region in Central/East Africa. Amongst others, Dr. Weilenmann got lectureships on legal anthropology and conflict management at the Universities of Zurich, Vienna and Klagenfurt and he is a course instructor of the International Commission on Legal Pluralism (IUAES).



Day 1 Topic: International Law & Justice in Development Politics

In order to facilitate the understanding of the complexities of how international laws and rules interfere with national legislations, religious and customary legal orders as well as with further normative systems and how these tremendous legal regulations and bodies form the multiple actions within development politics, I propose focusing on the working methods of a Regional Organization in sub-Saharan Africa, the International Conference on the Great Lakes Region (ICGLR), which as an Inter-Governmental Mechanism encompasses the promotion of peace and security in 12 African Member States on the basis of applied international law and justice.

Day 2 Topic: Conflict prevention and management in developing countries

Since almost 30 years conflict management and crisis prevention is very much the trend in development politics. One important trigger certainly was the fall of the wall in Berlin (1989) which after the end of the cold war allowed an opening up of a more political understanding of development aid. This understanding encompasses the promotion of the rule of law, human rights, good governance and political participation. Another trigger was the genocide in Rwanda (1994) that produced shock waves and rocked many development agencies in its fundamentals. And with Peter Uvin's stirring publication "aiding violence" that unmasked many unintended development political implications in this human tragedy, an essential re-orientation of development politics was strongly indicated. Step by step conflict management and crisis prevention - reflected in keywords such as "do no harm", "early warning", "early action", "conflict mediation" and "peace-building" - became thus essential tools for any development programme. However, by and by these shock waves were translated into very instrumental approaches by which the promotion of peace and security should be managed by targeted injections of money and so-called "surgical interventions" in local communities.

II EXPERT: Mr. Christophe Imhoos from Switzerland

2 full class days

Class days in 28 & 29 July, 2018

Mr. Imhoos, Attorney at law at the Geneva Bar (Switzerland) is specialised in conflict management and is registered mediator at the board of mediators of the cantons of Geneva, Vaud and Fribourg. He is accredited mediator with the Centre for Effective Dispute Resolution (CEDR), London, UK; Paris Mediation and Arbitration Chamber (CMAP); Swiss Chamber of Commercial Mediation (SCCM/CSMC); Swiss Federation of Mediation Association and Swiss Federation of Lawyers (FSA). He received his Master Degree in European Mediation (MAS) from Kurt Bösch Academic Institute (IUKB, Sion, Switzerland). He practises as mediator or parties' counsel in commercial and civil matters, whether domestic or international. He is a practising mediator, conflict coach, trusted person and ombudsman in the professional partnership "Esprit d'entente".

He is lecturer at the Ecole d'advocature (ECAV) at University of Geneva, School of Law, Switzerland and assistant to the Director of the Mediation Training Program at the Geneva University, Department of Continuing Education. He is the author of various articles, such as the role of lawyers in commercial mediation or on the relationship between arbitration and mediation (articles published in *La gestion des conflits - Manuel pour les praticiens*, CEDICAC, 2008 and in *La médiation dans l'ordre juridique Suisse*, Helbing, 2011). He also practises domestic and international commercial arbitration, mainly as arbitrator, is an expert panellist at the World Intellectual Property Organization (WIPO) for the settlement of domain name disputes and a member of the International Academy of Collaborative Professionals (IACP).



Day 1 Topic: Mediation and Negotiation

Introduction to conflict: definition, concept, notions, escalation, mode, behavior, perception and needs
Communication: concept, styles, techniques
Different modes of conflict management: negotiation (Harvard method); mediation (definition, notions, concept, participants, process, method, limits)

Day 2 Topic: Arbitration, Alternative Dispute Resolution (ADR) and Litigation

Resolving disputes and differences: jurisdictional process (litigation) versus non-jurisdictional means of settling disputes (ADR: conciliation, mediation, Mini-trial, DRB); choice of appropriate method conduct of the arbitration proceedings; applicable law; arbitral award; challenge, recognition and enforcement of the award; arbitration costs; arbitration clauses
Arbitration and mediation: hybrids (med-arb; arb-med)

III EXPERT: Ms. Gundhild Hoenig from Switzerland

2 full class days

Class days in 31 July & 01 August, 2018

Ms. Gundhild has a background in Economics and Psychology & is passionate about people, their potential & human issues. While following her success as a Human Resources & Organisational Development Professional, she founded her consultancy (1999), with Switzerland as the hub for international services, e.g. accompanying people & organisations in transition across cultures & geographical regions, fostering collective intelligence using innovative methods for a positive, non-coercive organisation transformation & people development – moving towards trusted collaboration & workplace evolution, within global-, public organisations, incl. emerging markets. Gundhild is an ambassador for SIETAR Switzerland (Society for Intercultural Education, Training and Research), EBBF (Ethical Business Building the Future), Advisory Board Member, valued as a trusted guide & cultural navigator, to make global development & leadership journeys meaningful.



Day 1 Topic: Effective conflict intervention through Conflict-Coaching and Mediation across Cultures

What leads to readiness for peace and reconciliation? What options do we have when cultures collide in our work and world? Away from escalating to empowerment by creating an understanding how to resolve conflicts effectively. Providing the space to promote and sustain peace - balancing inner & outer work and competence development for a stimulating engaging invitation to others - to promote and sustain peace.

A dynamic approach on how to work with differences and challenges across cultures. A phased and inclusive course of action showing a path and contributing to a non-coercive conflict transformation.

Participants in this course have the chance to discover:

What are the principles of conflict-coaching and meditation across cultures?

How to work with the conflict story? Approaching conflict through the lenses of power, emotion and identity.

Developing and improving a variety of healthy conflict response skills, envisioning the ideal outcome

Including phased role play, creative journaling, video feedback, to name a few.

Day 2 Topic: Diversity and Inclusion - intention and approach across cultures and faiths

Diversity is the mix and Inclusion is to make the mix work well – while going beyond and cultivating a culture of belonging!

This course aims to create insights and to shed light on ways to make diversity work!

Focused questions will include:

What creates Diversity & why does Inclusion matter?

How to foster an inclusive work culture and embrace diversity for growth?

How to overcome potential obstacles like unconscious bias, etc?

We will explore ways to leverage diversity and inclusion - promoting belonging, engagement and evolving best work practices and discover inclusive strategies and the role of leaders modelling diversity and inclusion.

Depending on interest and length of course: Furthermore, we will take a look at the impact of diversity on the readiness for peace and reconciliation and conflict transformation.

IV EXPERT: Dr. jur. Katarzyna Schubert-Panecka from Germany and Poland

1 full day + 1 half class days

Class days in 02 & 03 August, 2018

Dr. jur. Schubert-Panecka is an experienced international business mediator, mediation trainer and educator, business coach and conflict researcher. She currently teaches Mediation and Constructive Communication at the Centre for Cultural and General Studies at the Karlsruhe Institute of Technology (KIT), Cross Border Mediation and Intercultural Communication for different companies and education organizations. Her areas of expertise are furthermore Conflict Prevention and Transformation, especially in the Cross Border Disputes, Elder Mediation and Resilience.

Dr. jur. Katarzyna Schubert-Panecka holds a Master of Law from the University of Szczecin / Poland (2001) and a PhD in Law from the University of Rostock / Germany (2006). She has acted as author since 1996, as speaker of the professional group of mediators for Poland (D A CH), and is a co-founder of the Researcher Group for Mediation and of International Network of Elder Mediation. Educated in many different fields of psychology, group dynamic and facilitation and business coaching. deeply committed to working across the full range of theory and research to practice, supporting peoples and organizations understanding and cooperation



Day 1 Topic: Human Resource Management - organizations and human beings in the digitalized and globalized times

Living in a multicultural environment in which social situations and processes are characterized by the simultaneous interaction of people from several different cultures has become the everyday life for most of us. And in this everyday life people are constantly experiencing situations in their diverse, multi-dimensional identity, in which their own reality is questioned. Since we are not only globally linked but also remain digitally supported in an almost permanent exchange with each other (or at least we are able to do so) and are overwhelmed by a great deal of information, individual and (supposedly) objective realities seem to be dominated by emotions more than ever before.

In this training participants will discover and learn:

- What does it mean to manage Human Resources in these circumstances?
- How can you review the given HR position and strategy and grow from that, so that you serve people differently then just as the systematizing, policing arm of executive management?

Day 2 Topic: Leadership with Emotional Intelligence

This development is accompanied not only by (self-) doubts and diverse geo-political, sociological and cultural changes, but also by an increased potential for misunderstandings, which in the ideal case also follow communication processes.

In this sense, we are always newly challenged to discover present diversity of our societies and the multidimensional nature of individuals, to respect them and to face their openness or even curiosity. A challenge, which accomplishment is fostered by the ability to interact in an intra- and intercultural situations effectively and appropriately, turning them into intercultural ones. Numerous competences are expected especially from managers, including those that can successfully master interaction and cooperation with people of different cultural, national, social or disciplinary backgrounds. In this training you will learn

- How to start (or rather continue) to lead yourself and others with your Emotional Intelligence?
- What is the Emotional Intelligence?

How to continue the work on this kind of intelligence and establish a healthy and sustainable environment for you, your staff and your target group?