

IPD Online Training Courses for April - May, 2024

I Module Trainer: Prof. Alicia Cabezudo

I Module Class Days: 2 April, 3 April, 8 April & 9 April from 11.00 until 13.00 (European time)

Dr. Alicia Cabezudo is Professor Emeritus at the School of Education - University of Rosario / Argentina and at the UNESCO CHAIR on Culture of Peace and Human Rights - University of Buenos Aires / Argentina. Think Tank Member of the Global Education Expertise Group and Consultant on Global Education Citizenship Education of the North South Centre, Lisbon. International Peace Bureau - IPB Berlin former Vice President, actually Education Consultant and IPB representative in Latin America.

She is the Latin America Representative and Organizer of the Global Alliance of Ministries and Infrastructures for Peace - GAMIP and member of the International Association of Teachers for Peace as well as the International Association of Peace Research - IPRA. She is University, Trainer and College Professor on Peace Education, Culture of Peace, Democracy, Citizenship, Intercultural Dialogue and Human Rights.

Her work is rooted on these fields having wide teaching experience in Latin American and European universities as well as on Public Policy Consultancy in Latin America and Europe local governments. She was invited as Academy Member at the MA on Peace Education - University of Peace / Costa Rica and at the MA on Development, Conflict and Peace - University Jaume I / Spain as well as many research centres and universities in Japan, South Korea, Italy, Austria, Germany, United Kingdom, Switzerland, Cyprus, Egypt and Spain. Mrs Cabezudo teaches as Visiting Professor at Latin American Universities in Colombia, Brazil, Argentina, Uruguay, Chile, México, Building Puerto Rico, Costa Rica, Panamá and Bolivia. *She is living now in Colombia* working as Education Expert and Program Consultant following up the Havana Peace Agreements Process signed in 2016. She develops there pedagogy research, training and coordination of peace projects. She is author of various books, publications and research articles on her specific expertise and field.



Course General Title: Building Cultures of Peace by Peaceful Means

Course General Methodology: Theoretical framework. Dialogue and Discussions. Practical Workshops

Theme 1: Diversity, Inclusion & Cross-Cultural Communication / Day 1 - April 2

Learning outcomes

The reality of differences in the present world creates the need of trying to find ways of communication that over the global technical skills allow to reflect on common communication skills linked to new perspectives on thinking and understanding other cultures and behaviors of diverse backgrounds.

This theme will help attendants to,

- Understand the richness of differences
- Learn and exchange ideas on ways of communicating different and or opposite ideas
- Open minds for reflection and actions in order to develop these skills in projects and activities.

Theme 2: Mediation & Negotiation Skills / Day 2 - April 3

Learning outcomes

Mediation and negotiation are relevant methodologies for building understanding and comprehensive learning of “the others” as well as transforming conflicts by dialogue and thoughtful listening.

The need of learning the process and steps for applying them in the peace and conflict resolution processes is basic in order to create confidence, understanding and respect between different parts in dispute.

This theme will allow attendants to,

- Learn practical tools to help people to think and reflect deeply on their own “problematic” and cases.
- Approach complex issues by new methodology resources.
- Understand that solutions to difficult situations and issues can be carried out by peaceful means.

Theme 3: Peacebuilding, Peacekeeping & Non -Violence Actions / Day 3 - April 8

Learning outcomes

Peacebuilding and Peacekeeping are two different stages for creating Peace in specific scenarios. They have to be managed with different tools and methodologies according the stage of the conflict and the particularities of the contexts where we have to work .It is important to learn that these two stages are very different and the need to understand the particular approach for each is a condition of success in the process.

This theme will allow attendants to,

- Learn the characteristics of each stage in the peace process
- Learn the best methodologies and tools in order to apply them in each process stage
- Reflect on the need to develop a joint work with the population for deepening peace goals
- Assume that these actions take long time and wide actions for a successful impact in the societies

Theme 4: Integration of Classes and Concepts. Culture of Peace theory and practices / Day 4 - April 9

Culture of Peace is an integral concept developed by the United Nations in order to join theories, practices, activities and perspectives in the peace field in a document easy to understand by all cultures and all countries. It was published in the format of UN Assembly Resolution - Resolution A/53 - 343, October 1999 and it was immediately spread all over the world for its application. It is relevant in this Course to understand the importance of the Resolution and the need to develop programs, projects and campaigns following its ideas and recommendations.

This theme is a kind of integration of all the other ones bridged to the Resolution A/53 and its history. It will allow attendants to,

- Make a review of all the themes, practices, methodologies and tools studied in this Course
- Understand the concept of Culture of Peace according the International Law and its practical applications.
- Exchange ideas and different perspectives on how to apply these learnings on their work and professional environment.
- Build **global understanding and Peace perspectives** besides their own context , linking the local and the global in the actual situation of the world.

II Module Trainer: Dr. Aleksandar Weisner

II Module Class days: Which class days you have availability: 15 April, 16 April, 22 April & 23 April from 11.00 until 13.00 (European time)

Dr. Weisner is Assistant Professor at European Centre for Peace and Development/University for Peace UN and has PhD in Peace Study, Human Rights and Human Security. He is an experienced international trainer for systematic and integrative concept of sustainable transformation of violent social conflicts and strategic planning. Exceptional value is his professional experience in the war- and post-war Western Balkan region (Serbia, Croatia, Kosovo, Bosnia and Herzegovina, North Macedonia) related to human security and violence prevention issues and long-term peace education projects, facilitating international and intersectoral cooperation in the countries in transition with, still, the high level of ethnic/national intra- and inter-states conflicts. He works as a consultant, trainer and evaluator for many international organizations (HELVETAS Swiss Intercooperation, UNICEF, OSCE Mission to Serbia...). A. W. is autor of the School Without Violence program, the current violence prevention program coordinated by the Ministry of Education and UNICEF in Serbia, Montenegro, Macedonia, Bulgaria, Kyrgyzstan.



Modul will be realised based on interactive lectures, individual practical work on educative materials and discussions. The principal approach of the course is that students will be mentored through an Individual Learning Plan (ILP). The ILP aims to create the learning process, subtopics, methods and content of the course curriculum, according to the specific student learning needs, professional interests and career ambitions.

Effective Conflicts Prevention, Management & Resolution

There are numerous types of conflicts and numerous approaches to dealing with conflicts. One of the key challenges is to discover the potential of conflict for developmental changes, from intrapersonal to social. The course participants will learn how to apply the most relevant and contemporary analyses and planning and implementing a conflict transformation and resolution intervention. Improved nonviolent communication competencies, including self-reflection, will be one of the learning outcomes, too. Students will also benefit from learning how to deal with their own conflict escalation triggers.

Mediation & Negotiation Skills

During the course, students will be introduced to the relevant concepts and principles of planning and conducting mediation and negotiation. Practical assignments will help students develop a holistic and in-depth constructive approach to mediation and negotiation, practicing basic skills for acting as mediator and planning and conducting negotiations. The course emphasizes an understanding of negotiation dynamics and strategy. Students will learn how to apply analytical tools and techniques to effectively respond to different negotiation styles and stay focused on their own interests and needs.

Strategic Leadership & Project Management

The interactive practical learning method based on a historical case study of one of human beings' greatest feats and adventures will support the participant's learning process in a very effective and interesting way, followed by educative materials and individual assignments.

III Module Trainer: Mr. Zdenek Rod

III Module Class days: 6 May, 7 May, 13 May & 14 May from 11.00 until 13.00 (European time)

Zdenek Rod is a research fellow and teaching fellow at the University of West Bohemia in Pilsen at the Department of Political Science and International Relations. In addition to his academic roles, Zdenek is also a CEO and co-founder of the Center for Security Consulting in Prague, a research fellow at the International Republican Institute within the Transatlantic Security Initiative, a research fellow at the German policy think-tank Young Security Conference, a member of the academic committee of TOPAZ (Think-Tank of Czech governmental liberal political party TOP-09), and a research and teaching fellow at Ambis University at the Department of Security Studies and Law. He is also Zdenek's expertise lies in the fields of security studies, conflict resolution, hybrid threats, and strategic communication. His academic journey has included studies at universities in Ljubljana and Budapest and the European Security and Defence College in Brussels. Notably, he has undertaken research visits, including one to the NATO CIMIC Centre of Excellence in The Hague. Prior to his academic pursuits, Zdenek contributed to the Czech Ministry of Defence, bringing practical experience to complement his scholarly endeavours. He has a rich publication history, having authored and co-authored numerous academic and policy articles. His contributions extend to active involvement in national and international research projects, showcasing his commitment to advancing knowledge and understanding in his areas of expertise.



- Effective Conflicts Prevention, Management & Resolution

Brief introduction of Topic

In a world marked by diverse perspectives, interests, and ambitions, conflicts are an inevitable part of human interaction. However, the key to fostering stability, cooperation, and progress lies in the effective prevention, management, and resolution of these conflicts. This multifaceted process involves proactive measures to mitigate tensions before they escalate, adept strategies for addressing disputes as they arise, and skillful negotiation to find mutually agreeable solutions.

Effective conflicts prevention, management, and resolution are not merely about avoiding confrontation but rather about fostering understanding, promoting dialogue, and building sustainable pathways to peace. This introductory exploration delves into the fundamental principles, strategies, and practices essential for navigating conflicts constructively, thereby paving the way for harmony and cooperation in diverse social, political, and cultural contexts.

Learning outcomes

- Analyze the fundamental principles underlying conflicts in diverse contexts to anticipate potential sources of tension.
- Apply proactive strategies for conflict prevention and mitigation, assessing their effectiveness in de-escalating conflicts before they escalate.
- Demonstrate proficiency in negotiation techniques and communication skills to facilitate dialogue and reach mutually acceptable resolutions in conflict situations.
- Evaluate the impact of effective conflict management and resolution on fostering understanding, promoting cooperation, and sustaining peace in various social, political, and cultural settings.

- Advocacy & Public Relations

Brief introduction of Topic

Advocacy and public relations play integral roles in shaping perceptions, influencing policies, and driving social change in today's interconnected world. Advocacy entails the active promotion of causes, ideas, or interests to effect positive change, while public relations involve strategic communication to build relationships and enhance reputation. Together, they form a dynamic framework for engaging with stakeholders, mobilizing support, and amplifying voices on issues ranging from environmental sustainability to human rights. Strategic communication, a cornerstone of both advocacy and public relations, involves crafting tailored messages and utilizing appropriate channels to reach target audiences effectively. Effective advocacy and public relations require a nuanced understanding of target audiences, compelling storytelling, and strategic dissemination of messages across diverse media platforms. This introduction sets the stage for exploring the principles, strategies, and ethical considerations essential for leveraging advocacy and public relations as powerful tools for advancing causes, fostering dialogue, and catalyzing meaningful societal transformation.

Learning outcomes

- Assess the significance of strategic communication in advocacy and public relations efforts, understanding its role in shaping narratives, building relationships, and enhancing the impact of messages.
- Apply strategic communication techniques to craft compelling messages tailored to specific target audiences, utilizing appropriate channels for effective dissemination.
- Critically analyze the ethical considerations inherent in advocacy and public relations practices, including transparency, integrity, and accountability, particularly in the context of strategic communication.
- Develop strategic advocacy and public relations campaigns that integrate sophisticated strategic communication approaches, effectively mobilizing support, engaging stakeholders, and amplifying voices to advance causes and foster meaningful societal transformation.

- Diplomacy, International Security, Disarmament & International Relations

Brief introduction of Topic

In a global landscape marked by geopolitical complexities and interdependent interests, diplomacy, international security, disarmament, and international relations are cornerstones of ensuring peace and stability among nations. Diplomacy is the primary avenue for states to engage in dialogue, negotiation, and cooperation to address shared challenges and pursue common goals. International security encompasses efforts to safeguard nations from conventional conflicts to terrorism and cyber warfare. Disarmament initiatives seek to reduce the proliferation of weapons of mass destruction and conventional arms, fostering a safer world for all. International relations provide the framework for understanding the interactions between states, non-state actors, and international organizations, shaping global politics and governance dynamics. This introduction sets the stage for exploring the multifaceted dimensions of diplomacy, international security, disarmament, and international relations, delving into the principles, challenges, and opportunities inherent in navigating the complex web of global affairs.

Learning outcomes

- Evaluate the role of diplomacy as a tool for facilitating dialogue, negotiation, and cooperation among nations to address shared challenges and pursue common goals in the global arena.
- Analyze the diverse dimensions of international security, including conventional conflicts, terrorism, and cyber warfare, and assess strategies for safeguarding nations and promoting stability in an interconnected world.

- Critically examine disarmament initiatives aimed at reducing the proliferation of weapons of mass destruction and conventional arms, and evaluate their effectiveness in fostering a safer global environment.
- Assess the dynamics of international relations, including interactions between states, non-state actors, and international organizations, and analyze their impact on shaping global politics, governance, and security dynamics.

IV Module Trainer: Mr. Joe Gerada

IV Module Class days: 20 May, 21 May, 27 May & 28 May from 11.00 until 13.00 (European time)

Joe Gerada holds a Master degree in Mediation from IUKB (Suisse), is a fellow of the Chartered Institute for People Management UK and a warranted Social Worker. He is the former President of the Social Cohesion Committee of the Council of Europe. He coordinated various groups at the Council of Europe to develop recommendations for the Committee of Ministers including a report on the transition to a carbon neutral economy and its implications to social policy. He held senior positions in several public institutions in Malta, as well as, in private and voluntary organizations. He is currently the Chairperson of the Employment Tribunal in the Maltese judicial system and Chairperson of the Children's Review Board for children in Care in Malta. Joe Gerada sits on several boards of directors and consults for private organizations in change management as well as engages in coaching and training for managers.

He lectures on public policy at the Faculty of Economics and Management at the University of Malta



- Effective Conflicts Prevention, Management & Resolution

Learning Outcomes

Conflicts are inevitable so it is not a question of avoiding conflict but to manage it effectively and transform situations from an energy waster to an opportunity to build sustained relations. This topic shall help the participants to;

- Deal with conflict, defuse it and deal effectively with persons and angry behaviours.
- Be responsible for own behaviour and reactions, when faced with certain situations.
- Sell an idea assertively.
- Be responsible by using structured approaches to conflict resolution such as the DESC method.

- Strategic Leadership

People do not want to be managed, they want to be led. They want the comfort that when things go wrong they can blame it on someone but when things succeed, they say; we did it. What psychology drives this reality and how can new managers position themselves well to achieve their goals and business objectives?

Learning Outcomes

- Carry out tasks that keeps in balance all the needs of the organization and the team.
- Manage people's talent by dealing with each person in a manner consistent with the needs of the employee.
- Manage the different styles of leadership consistent with the particular needs of the situation.
- Monitor the management of change.

- Mediation & Negotiation Skills

Learning Outcomes

Mediation is increasingly becoming a popular way of conducting relationships at work when difference of opinions and sometimes conflict arise. Despite that it is a discipline, the principles of mediation and the skills required to conduct it can come in useful for any manager who needs to iron out differences and bring all the team members of board. This topic will help the participants to;

- Carry out the tasks in preparation for a mediation session.
- Comply with the framework, steps and principles of effective mediation.

- Guide the parties to build rapport and adopt a win / win approach to resolving their conflict.
- Deal with difficult situations during mediation.
- Guide the parties towards an agreement.

Online Training Type: via Zoom

Total class hours of each Module: 8 hours / 2 hours per class day

Training Language: English

Eligible Participants: Representatives of INGOs, NGOs, State, Public, Private & Academic Institutions, Students & Researchers

Participation fee: 600EUR include Certificate

Scholarship: Available

Registration Deadline: 15 March, 2024

For registration please send us your filled registration form by email to fhuseynli@ipdinstitute.ch or via WhatsApp to 0041764316170

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