

Topics: Trauma, Healing & Forgiveness, Conflict, Conflict Resolution & Reconciliation, Mediation, Leadership, Human Resources Development, Diversity Management

International Autumn Academic Training Program: 27 Oct - 03 Nov, 2018 (8 Days)
Baar, Switzerland

IPD Academic Programs: Theory - Practice - Research - Exchange - Networking - Contribute
We bring together Academicians, State, Private and Public Sector

I Trainer from Switzerland: Mr. Peter Aeberhard

Mr. Aeberhard has a 20 years' experience with people from worn torn countries and in the context of migration. He has a working experience as regional director for the Horn of Africa for Caritas and established Caritas Switzerland's peace promotion unit. He worked as Director of Foundation Hirondelle (radio in war torn societies).

He worked for the Swiss Foreign Ministry, in strategic controlling and evaluation, thereafter as political advisor for sub Saharan Africa. Today he coordinates the Swiss Civil Society Platform on Migration and Development.

Mr Aeberhard is a trained mediator and hypnotherapist. He followed Harvard's Program on Refugee Trauma and founded the Trauma Healing and Creative Arts Coalition with the vision to sensitize on Trauma and Recovery as part of conflict resolution and post conflict development.

After being for 10 years co-chair of the Swiss Branch of the International Fellowship on Reconciliation (IFOR) he now develops further skills as Hypnotherapist for clients experiencing violent past.



Day 1 Class Topic: Trauma, Healing & Forgiveness
Date: 28 October, 2018 (Whole Class Day)

Methodology

A) Lectures & Theory B) Group Works & Presentations C) PowerPoint Presentations
D) Case Study E) Simulation Games F) Short Video Documentary

What is a traumatic experience? Consequences of trauma? Focus on individual approaches to violence, response to violence, trauma, trauma recovery and dealing with the past.

Day 2 Class Topic: Conflict, Conflict Resolution and Reconciliation
Date: 29 October, 2018 (Whole Class Day)

Methodology

A) Case Study B) Simulation Games

What is a conflict? Consequences of conflict? Focus on institutional approaches to conflict, conflict resolution and reconciliation. Frameworks / Concepts as Do no harm, the role of the Geneva Conventions and the idea of transitional Justice.

II Trainer from Switzerland: Dr. iur., IEMBA Hesse Volker

Dr. Volker Hesse studied law at the Universities of Vienna and Geneva and was awarded a doctorate by the University of Vienna in 2006. He worked for various international federations in the field of sports. In 2014 he graduated at the Zurich University of Applied Sciences (ZHAW) in an International Executive Master of Business Administration. In 2014, Volker also finished an education as mediator. He is accredited mediator of the Swiss Association for Mediation and a member of the extended board of the Austrian Association for Mediation. He works mainly in mediation between persons or in the private sector.



Day 3 Class Topic: Mediation
Date: 30 October, 2018 (Whole Class Day)

Mediation is a procedure that enables parties of a conflict to work on a solution of the conflict with the assistance of a neutral person – the mediator. Instead of giving the decision on the conflict in the hands of someone else, e.g. a judge or arbitrator, the parties shall ideally find a solution themselves. Such procedure may be applied in various conflict situations. The students will learn the basics of mediation procedures during the two days with lectures, exercises and role plays.

Methodology

A) Lectures & Theory B) Group Works & Presentations

Day 4 Class Topic: Mediation
Date: 31 October, 2018 (Half Class Day till the 12.30)

Mediation is a procedure that enables parties of a conflict to work on a solution of the conflict with the assistance of a neutral person – the mediator. Instead of giving the decision on the conflict in the hands of someone else, e.g. a judge or arbitrator, the parties shall ideally find a solution themselves. Such procedure may be applied in various conflict situations. The students will learn the basics of mediation procedures during the two days with lectures, exercises and role plays.

Methodology

A) Lectures & Theory B) Group Works & Presentations

Day 5. No Class Day
Date: 31 October, 2018

III Trainer from Malta: Mr. Joe Gerada

Mr. Gerada is an experienced mediator engaged in business mediation, coaching and mentoring, as well as, conducts mediation for the civil and commercial courts in Malta. He is a freelance management consultant and assist organisations internationally with planning and implementing change, managing recruitment and retention, conducting job evaluations, managing performance, reviewing and developing employment policies and procedures, managing diversity, improving communications, developing and implementing consultative arrangements, conflict resolution, reviewing and developing business strategies and staff training, coaching and mentoring. He is currently the National Commissioner against Gender Based Violence and Domestic Violence in Malta and sits on the European Social Cohesion Platform of the Council of Europe.

He holds a Master in Mediation from Institute Universitaire Kurt Bosch (Suisse) and diploma in Applied Social Studies from the University of Malta and trained in Management by Cranfield College UK and the School of Management of the University of Singapore.



Day 6 Class Topic: Human Resource Development - Diversity Management
Date: 02 November, 2018 (Whole Class Day)

Methodology

A) Group Works & Presentations B) PowerPoint Presentations C) Case Study D) Short Video Documentary

Course Rationale

Environment and work places have never been as diverse as they are today. There are more women, more ethnic minorities, disabled, older workers than ever before. Diverse workforce bring many benefits but only if the right enabling environment is created.

Course Content

The course introduces the delegates to some basic concepts of diversity management.

- In what way will harnessing differences create productive environment in which everyone feels values and where the talents are fully utilised and in which organisational goals are met? So the delegates will learn about what diversity actually is.
- What are the behaviours that hinder diversity, what is tokenism in managing diversity and how do you identify prejudice and biases.
- How does an organisation become pro-active around diversity, gain competitive advantage, update processes and create a culture that embraces diversity.

Who would benefit from the course

The course is intended for those who are either responsible to develop others or are seeking an insight into the factors that create dynamic organisations that are both creative and innovative. It gives the delegate the knowledge and skill to influence senior management to be more inclusive and offer a fairer and transparent system of management.

Day 7 Class Topic: Human Resource Development - Leadership styles
Date: 03 November, 2018 (Half Class Day till the 12.30)

Methodology

A) Group Works & Presentations B) PowerPoint Presentations C) Case Study D) Short Video Documentary

Course Rationale

Leading is not managing and while both are needed, there is a clear distinction between the two. Moreover leadership tends to change over time and therefore understanding one's preferred leadership style and its advantages and disadvantages under certain conditions has a direct effect on the success of the operation and the motivation of the followers. In this regards leadership is a learned skill that improves with practice and experience and therefore the contribution and experience of the delegates is important and integrated in the course content.

Course Content

The course introduces the delegates to some basic concepts of leadership which, over time, they can adopt and adapt.

- The Balanced Leader and how the delegates relate to this concept.
- Leadership evaluation of the delegates and their current practice.
- Leadership styles discussed and how individuals develop confidence and competence.
- Discovering your preferred Style where the delegates work through exercises to discover their preferred style.
- Trust and Respect as vital tools for effective leadership but how does one develop these competencies.
- Personal Power and the exercise of authority
- Managing Change and how leaders approach the only constant factor in the global economy that is change.

Who would benefit from the course

The course is intended for those who are either responsible to develop others or are seeking an insight into the factors that make excellent leaders of people. Whether the delegate is facilitating the learning of those s/he leads or is actually leading an operation, the awareness of one's style of leadership and how s/he comes across when dealing with others is critical for a successful leader.

Looking forward to meet you among us in our Autumn Academy 2018