

3rd Autumn Academy: 18 - 25 November. 2019

Basel, Switzerland

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

I EXPERT: Ms. dr Katarzyna Schubert-Panecka

2 whole class days in 19 & 20 November, 2019

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 organisations and human beings in the digitalised and globalised 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?

Methodology: Lecture, Group Works, Presentations & Case Study

Day 2 Topic: Interpersonal Dialogue & Cross Cultural Negotiations

An interpersonal dialogue, or even cross cultural negotiations can be organised only when the involved individuals or even groups understand their needs, interests and positions. Using lectures, reflection and group work participants will identify the usual influencing factors, learn how to use structure and deep listening to a) become clear and confident about their (or their clients) situation, b) understand the other person or organisation c) support a change of perspectives and understanding in the context of cross cultural negotiation.

Methodology: Lecture, Group Works, Presentations & Case Study

II EXPERT: PhD Markus Weilenmann from Switzerland

1 whole & 1 half class days in 21 & 22 November, 2019

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

Brief introduction of the topic (at least 3-5 sentences):

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.

Methodologies: Lectures, Case Studies, Presentations, Short Film & Group Works during 2 class days

Day 2 Topic: Conflict prevention and management in developing countries

Brief introduction of the topic (at least 3-5 sentences):

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.

Methodologies: Lectures, Case Studies, Presentations, Short Film & Group Works during 2 class days

III EXPERT: Mr. Shady Sedhom from Switzerland

1 Whole and 1 half class days in 24 & 25 November, 2019

Since 2013, Shady Sedhom works as a programme manager at the Novo Nordisk Haemophilia Foundation (NNHF), responsible for the programmes in Africa, Middle and Near East. He supported the local partners by organising and facilitating regional and local trainings, building the local partners' capacity in strategic planning, project management, impact creation, presentation skills, awareness creation, media engagement and advocacy. With sustainable impact, the health programmes running in the region increased significantly, adding new countries to the NNHF portfolio, leading them from fact finding, strategic planning, execution to closing.

After qualifying as a pharmacist, Shady went on to pursue a Master's degree in Advanced Biotechnology and Pharmaceutical Management in Grenoble.

Previously, he worked in the healthcare and pharmaceutical fields where he held both managerial operational roles as well as team leadership roles.



Day 1 Topic: Advocacy

We are living in a fast-changing world, full of potentials and promises. Changes occur on technology, innovations and science made access to information much easier and gave the opportunity to people to become part of the change. Currently, policies are discussed not only by politicians in political parties but also discussed by the community on social media and other communication channels. Advocacy plays an important role using different tools, putting efforts together to reach a systemic change with best agreed results.

Methodology: Group Works, Presentations & Case Study & Post-it

Day 2 Topic: Leadership

Are you a manager or leader? A question you may ask yourself. This short course provides you with key tips and skills to better perform, motivate and ultimately become a successful leader. An aspiring manager can learn to be a great leader.

Methodology: Group Works, Presentations & Case Study