

	13 March, 2023 Monday Day 1	14 March, 2023 Tuesday Day 2	15 March, 2023 Wednesday Day 3	16 March, 2023 Thursday Day 4	
07:00 - 09:00	<p style="text-align: center;"><b>Arrival &amp; Registration of Participants</b></p> <p style="text-align: center;"><b>Hotel Rooms Available From 14:00</b></p>	<b>Breakfast</b>	<b>Breakfast</b>	<b>Breakfast</b>	
09:00 - 10:30		<p style="text-align: center;"><b>Leadership &amp; Organisational Excellence Class Day by Ms. Gundhild A Hoenig Leadership</b></p> <p style="text-align: center;">Leadership in 21st Century - Foundation of Leadership. Evolution of strategy, leadership and corporate culture. How to elevate your influence &amp; your organisation?</p>	<p style="text-align: center;"><b>HR &amp; DEI &amp; Resilient Organisations Class Day by Ms. Gundhild A Hoenig Human Resources, Diversity, Equity &amp; Inclusion for Resilient Organisations</b></p> <p style="text-align: center;">Human Resources in relation to building a resilient Organisational Culture Bringing the Humans back into Human Resources</p>	<p style="text-align: center;"><b>Mediation &amp; Conflict Intervention Class Day by Ms. Gundhild A Hoenig Mediation</b></p> <p style="text-align: center;">Effective conflict intervention through Mediation across cultures and organisations. What is Mediation? Types of Mediation and the ADR - Alternative Dispute Resolution Spectrum</p>	
10:30 - 11:00		<b>Coffee-Break</b>	<b>Coffee-Break</b>	<b>Coffee-Break</b>	
11:00 - 12:30		<p style="text-align: center;">Manager – Leader Paradigm: How to lead towards a culture of excellence? Best vs preferred work practices to foster an inclusive work culture and embrace diversity for growth</p>	<p style="text-align: center;">What creates Diversity &amp; why does Inclusion matter? Sense of Belonging – intention and approach across cultures and faiths. Going beyond and cultivating a culture of belonging! Organizational transformation &amp; Healthy Diversity.</p>	<p style="text-align: center;">The Principles &amp; Phases of Mediation Mediation Process &amp; Conflict Matrix Who is a suitable Mediator? Mediator Readiness Approaching conflict through lenses of power, emotions &amp; identity.</p>	
12:30 - 13:30		<b>Lunch</b>	<b>Lunch</b>	<b>Lunch</b>	
13:30 - 14:45		<p style="text-align: center;">Leadership in the Organisational &amp; International Context Role of Leaders and impact of Leadership behaviours &amp; styles on organizational transformation &amp; a healthy, sustainable &amp; successful Human Workforce. Leadership development: A way towards empowered &amp; authentic &amp; servant leadership.</p>	<p style="text-align: center;">Empowerment to make diversity work. How to foster an inclusive work culture and embrace diversity for growth and overcome potential obstacles? Leverage diversity and inclusion - inclusive strategies and the role of leaders modelling DEI.  <b>Bringing it all together:</b> Impact of diversity on the readiness for peace and reconciliation and conflict transformation.</p>	<p style="text-align: center;">Challenges &amp; Chances in conflict Mediation When/When-Not Mediate? Develop and improve a variety of healthy conflict responsive skills using a mediation approach. Developing effective Mediation Competences for Peace Agreements Tools – Methods – Techniques</p>	
14:45 - 15:00		<b>Coffee-Break</b>	<b>Coffee-Break</b>	<b>Coffee-Break</b>	
15:00 - 16:00		<p style="text-align: center;">Meaningful Check-Out of the Day: Conclusion, Insights and Take-Home Messages &amp; Outlook on next program day: Empowered &amp; Servant Leadership &amp; the Role of Mediation Competence @ Work</p>	<p style="text-align: center;">Meaningful Check-Out of the Day: Conclusion, Insights and Take-Home Messages &amp; Outlook on next program day – Bringing the two program days together!</p>	<p style="text-align: center;">Meaningful Check-Out of the Day: Conclusion, Insights and Take-Home Messages &amp; Outlook on Next Program Day Empowered &amp; Servant Leadership &amp; the Role of Mediation Competence @ Work</p>	
		<b>Welcome Dinner</b>	<b>No Dinner</b>	<b>No Dinner</b>	<b>No Dinner</b>

	17 March, 2023 Friday Day 5	18 March, 2023 Saturday Day 6	19 March, 2023 Sunday Day 7	20 March, 2023 Monday Day 8
07:00 - 09:00	<b>Breakfast</b>	<b>Breakfast</b>	<b>Breakfast</b>	<b>Breakfast</b>
09:00 - 10:30	<p><b>Conflict Prevention &amp; Resolution &amp; Peacebuilding Class Day by Ms. Gundhild A Hoenig</b></p> <p><b>Conflict Resolution and Peace Building</b></p> <p>What leads to readiness for peace and reconciliation?</p> <p>Effective conflict intervention through Conflict-Coaching.</p>	Sightseeing Visits & Free Day	Sightseeing Visits & Free Day	<b>Departure from Hotel Room till 10.00</b>
10:30 - 11:00	<b>Coffee-Break</b>	<b>No-Coffee-Break</b>	<b>No-Coffee-Break</b>	
11:00 - 12:30	<p>What are the principles of conflict-coaching across cultures &amp; faiths?</p> <p>Approaching conflict through lenses of power, emotions &amp; identity</p> <p>How to address and resolve conflicts in a constructive and non-violent manner.</p>	Sightseeing Visits & Free Day	Sightseeing Visits & Free Day	
12:30 - 13:30	<b>Lunch</b>	<b>Lunch</b>	<b>Lunch</b>	
13:30 - 14:45	<p>Develop and improve a variety of healthy conflict responsive skills &amp; Competence for Peace Agreements.</p> <p>Away from escalating to empowerment &amp; promoting sustainable peace</p> <p>A phased and inclusive course of action to a non-coercive conflict transformation.</p> <p>Connecting all to the big picture! What matters most for you now?</p>	Sightseeing Visits & Free Day	Sightseeing Visits & Free Day	
14:45 - 15:00	<b>Coffee-Break</b>	<b>No-Coffee-Break</b>	<b>No-Coffee-Break</b>	
15:00- 16:00	<p>Meaningful Check-Out of the Day &amp; Program &amp; Feedback: Action based reflection: Connecting the dots, Conclusion, Insights,</p> <p>Take-Home Messages, Transfer into Daily Work</p> <p>Q &amp; A &amp; What's Next on the Horizon?</p>	Sightseeing Visits & Free Day	Sightseeing Visits & Free Day	
	<b>No Dinner</b>	<b>No Dinner</b>	<b>Certification &amp; Farewell Dinner</b>	

## Trainer & Course Instructor

**Ms. Hoenig Gundhild A. from Switzerland** 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 a valued Lecturer, Consultant, Mediator and Coach. She is Member of the Board of SIETAR Switzerland (Society for Intercultural Education, Training and Research); EBBF (Ethical Business Building the Future), advisory board member, Indo-German Chamber of Commerce, valued as a trusted guide & cultural navigator, to make global development & leadership journeys meaningful.



**You will be able to acquire deeper skills of *Leadership, Human Resources, Diversity & Equity & Inclusion, Conflict Resolution, Peace Building and Mediation & Organisational Excellence Trends, Leadership & Mediation Needs* to face the *Challenges & Chances* of the Emerging Future – connecting the dots and managing different expectations across organizational levels (and cultures) and an environment of challenging change – by mobilizing your potential in these fields.**

### Interactive Learning Sessions

- **Impulse Presentations**
- **Inspirational Video/s**
- **Collective exploration**
- **Meaningful conversations & discussions**
- **Group work (e.g. pairs, triads, teams of x, etc.)**
- **Case studies (depending on time, interests and focus)**
- **Role Plays (depending on time, interests and focus)**

**Kindly note, all topics and descriptions mentioned in the program are suggestions. The 4-day programme is modular, so we can stay flexible without missing out on anything.**

### Gundhild Hoenig – Programme Lecturer and Facilitator

**Methodologies: A balanced approach – based on the flow of the programme day, tailored to the needs of our valued participants, the programme will include lectures, collaborative interaction, video clips, phased role plays, a case study and individual work, to name a few – to foster an inclusive work culture and embrace diversity for growth & success & and learning.**