

	22 May, 2023 Monday Day 1	23 May, 2023 Tuesday Day 2	24 May, 2023 Wednesday Day 3	25 May, 2023 Thursday Day 4	
07:00 - 09:00	<p><b>Arrival &amp; Registration of Participants</b></p> <p><b>Hotel Rooms Available From 14:00</b></p>	<b>Breakfast</b>	<b>Breakfast</b>	<b>Breakfast</b>	
09:00 - 10:30		<p><b>Ethical Leadership - the great reset after the pandemic</b></p> <p>Sibylle Rupprecht</p>	<p><b>Ethics and Advocacy</b></p> <p>Sibylle Rupprecht</p>	<p><b>Ethics and Advocacy</b></p> <p>Sibylle Rupprecht</p>	
10:30 - 11:00		<b>Coffee-Break</b>	<b>Coffee-Break</b>	<b>Coffee-Break</b>	
11:00 - 12:30		<p>Ethical Leadership Introduction Why Ethics? 4 V 5 P</p>	<p>Return of Group work on Ethics How do we advocate for the Decision made Advocacy – the basics</p>	<p>Group work: Elaborate an advocacy campaign based on a case study</p>	
12:30 - 13:30		<b>Lunch</b>	<b>Lunch</b>	<b>Lunch</b>	
13:30 - 14:45		<p>Areas of Application of Ethics Working with Partners and Allies How to create an Ethical Corporate Culture</p>	<p>The campaign: How to construct the log-model Partners and alliances Alternatives and Emergency responses</p>	<p>Presentations of the Advocacy Campaigns</p>	
14:45 - 15:00		<b>Coffee-Break</b>	<b>Coffee-Break</b>	<b>Coffee-Break</b>	
15:00- 16:00		<p>The Ethics Committee Recognize Ethical Dilemmas Group work : Practical case study working with the Decision Tree</p>	<p>Communication and Messaging</p>	<p>Introduction into Mediation Case Study Presentation</p>	
		<b>Welcome Dinner</b>	<b>No Dinner</b>	<b>No Dinner</b>	<b>No Dinner</b>

	26 May, 2023 Friday Day 5	27 May, 2023 Saturday Day 6	28 May, 2023 Sunday Day 7	29 May, 2023 Monday Day 8
07:00 - 09:00	<b>Breakfast</b>	<b>Breakfast</b>	<b>Breakfast</b>	<b>Breakfast</b>
09:00 - 10:30	<b>Mediation</b>  Sibylle Rupprecht	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	What is Mediation Mediation Process The Negotiation Table (preparation, finding the power imbalance)	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	Profiling the counterpart	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	Group Work - Tripartite Negotiations Presentation of Results	Sightseeing Visits & Free Day	Sightseeing Visits & Free Day	
	<b>No Dinner</b>	<b>No Dinner</b>	<b>Certification &amp; Farewell Dinner</b>	

## Trainer Introduction

For 30 years, **Sibylle Rupprecht** headed profit centers, SMEs or international NGOs. Her rich and varied experience makes her a consultant with an excellent understanding of the challenges faced by companies and organizations. She has also created her own consulting companies, accompanying her clients in their growth, reorganization and political representation. An experienced advocate at the UN and the European Union, she appreciates the importance of governance, as well as internal and external procedures and communication. Recently she founded a training academy through which she and other experts teach on subjects such as mediation, advocacy, negotiation, human behavior analysis, leadership.

Building on her experience as a member and chair of various boards and expert groups, Sibylle Rupprecht also brings her expertise to companies, foundations and associations by helping them to embrace diversity, upskill their human capital and enhance performance of the board of directors.

Sibylle Rupprecht is a lecturer, trainer and coach. She is a mentor at the Cherie Blair Foundation, she teaches and trains in different training institutes and in the field.

She studied management of international organizations at the University of Fribourg and holds an executive certificate in international advocacy from the Graduate Institute in Geneva.



## Ethical Leadership

### Introduction

From accounting scandals to pollution to executive compensation, **Business Ethics** has always been a hot topic. It is related to the broader field of **Corporate Social Responsibility (CSR)**, plays a role in **ethical investing** and may or may not influence **sustainable (“green”) business** as well.

Business ethics calls for ethical leadership. Ethical leadership is essentially characterised by respect for values, for the rights of others and for our environment. It reflects trust, honesty, consideration, charisma and fairness. These qualities are manifested by ethical leaders both within and beyond their companies and communities. And yet, we have witnessed over recent years an alarming increase in leaders who are failing to strike a sustainable balance between the financial imperatives of their mission and the vital social and environmental dimensions that should rationally complement them.

As we rebuild our economy after this crisis, let us create it as sustainable, inclusive and resilient as possible. Building ethical leadership into the organisation culture, make it more likely to attract top employees, clients and supporters.

### Objectives and Learning Outcome

After completing this training, participants are able to do the following

- Understand the importance of ethical leadership
- Understand the 4 V’s and the 5 P’s of ethical leadership
- Know how to create and/or work with an ethics committee
- Solve decision dilemmas with a decision tree

## **Programme**

### **Ethical Leadership**

We look at what ethical leadership is and what it isn't and why should we talk about ethics and ethical behaviour

- 4 V's (Values, Vision, Voice, Virtue) and the 5 P's)
- Areas for ethics in contemporary management
- Working with Partners and Allies
- How to create an Ethical Corporate Culture
- Decision Dilemmas and working with a Decision Tree

### **Teaching Method**

It is interactive, building on participants' knowledge and experience. Individual and work group discussions include conceptual input and are also based on hands-on learning methods. Tools and concepts are introduced and case studies are examined.

## **Advocacy**

### **Introduction**

This training is focused on the understanding that communication processes are needed for effective advocacy at a national setting. Emphasis is place on the application of key principles that will enhance communication, effectiveness and the development of skills and attitudes appropriate to communication, especially in matters of public persuasion.

In a national environment, politicians constantly strive to attract and sustain attention from their target audience with focused planning. A strategic approach to advocacy is crucial to allocate resources where they deliver the highest impact.

### **Objectives and Learning Outcome**

This workshop offers the perfect foundation to attaining the next level of learning while focussing on the key elements to communication in depth. Participants will be expected to attend and engage in group discussions and presentations.

This workshop will equip participants with the necessary tools to start designing, developing and running advocacy campaigns.

## **Programme**

- Introduction to Advocacy
- Campaigns and Trends
- Analysis of Campaigns
- The Advocacy Log Model
- Communication and Messaging
- Create you advocacy Campaign

### **Teaching Method**

It is interactive, building on participants' knowledge and experience. Individual and work group discussions include conceptual input and are also based on hands-on learning methods. Tools and concepts are introduced and case studies are examined.

## **Meditation and Negotiation**

### **Introduction**

Our society being generally the result of individualisation and competition, conflictual attitudes emerge naturally in different areas of our lives. Without proper awareness, this often turns into conflict and violence in some cases! Our ability to detect these problems and to react accordingly is not natural. Our education does not prepare us for this and we are confused when outbursts occur with inappropriate attitudes.

This area requires real learning to understand the causes of conflicts and how they are created. A professional attitude is useful to discover the human needs and mechanisms of functioning in society, as is the mastery of the tools and techniques that allow to defuse conflicts by mediation and by a creative process leading to win-win solutions.

### **Objectives and Learning Outcome**

This two-day seminar will enable you to understand the globality of the mechanisms that create and fuel a conflict as well as to become aware of the issues at stake and the possible solutions.

This will enable you to take a positive, confident attitude and with the necessary distance to increase your effectiveness in mediation thanks to concrete exercises during these days.

- Understand the basics of human functioning
- Analyse situations
- Relativize and manage with a positive attitude the mediation
- Establish a creative logic for a shared solution

### **Programme**

- What is mediation
- The role of the mediator
- Mediation Process
- Communication in Mediation
- The Negotiation Table
- Profiling your counterpart

### **Expected results**

This seminar will enable participants to acquire knowledge of conflict management, as well as personal confidence in understanding and implementing mediation to accompany individuals or groups in difficulty.

You will feel more confident to act directly in situations with the right reflexes and also with the vision of the objectives set up.