

13th Summer Academy: 2 - 11 August, 2020

Basel, Switzerland

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

I LECTURER: Dr. Alexaneder Weisner from Serbia

2 Whole class days in 3 & 4 August, 2020

Dr. Weisner is docent at European Centre for Peace and Development/University for Peace UN and has PhD in Peace Study, Human Rights and Human Security. He is experienced international trainer for peace education and conflict transformation. Special value has his professional experience in the war- and post-war West-Balkan region (Serbia, Croatia, Kosovo, Bosnia and Herzegovina, North Macedonia) related with establishing peace movement and long-term peace education projects, facilitating international cooperation and peacebuilding 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.

Day 1 Topic: Conflict Analysis Tools and Techniques

Conflict Analysis Tools and Techniques: the students will have opportunity to learn about different conflict analysis techniques and tools and work on analysis of structural conflict causes. The practical tasks will help the students to develop holistic and in-depth conflict analyses approach. The interactive learning methods include numerous perspectives on the subject of conflict analysis. The workshop also entails identifying potential risks of a conflict intervention.

Methodologies: Video presentation, theoretical input and lectures, group interactive exercises, case study and individual work will be the main working methods during the classes.

Day 2 Topic: Planning of Intervention in Conflicts

Planning of Intervention in Conflicts: the students will learn how to create an integrative and systematic approach to peacebuilding and sustainable conflict transformation and development. The topic contains issues such (dis)Obedience, Values and Attitudes, Needs and Political Power. Critical reflection on international conflict intervention and actual peace-building strategies and innovative model for social change in post-conflict societies will be present and discuss as well. Models from the class are easy to apply as conflict analyze techniques, or as a structure for strategic planning or as a plan for peace-building and intervention.

Methodologies: Video presentation, theoretical input and lectures, group interactive exercises, case study and individual work will be the main working methods during the classes.

II LECTURER: Ms. Hoenig, Gundhild A. from Switzerland

1 Whole & 1 Half class days in 5 & 6 August, 2020

Gundhild 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 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.



Day 1 Topic: Effective conflict intervention through Conflict-Coaching and Mediation across Cultures

What leads to readiness for peace and reconciliation? What options do we have when cultures collide in our work and world? Away from escalating to empowerment by creating an understanding how to resolve conflicts effectively. Providing the space to promote and sustain peace - balancing inner & outer work and competence development for a stimulating engaging invitation to others - to promote and sustain peace.

A dynamic approach on how to work with differences and challenges across cultures. A phased and inclusive course of action showing a path and contributing to a non-coercive conflict transformation.

Participants in this course have the chance to discover:

- What are the principles of conflict-coaching and mediation across cultures?
- How to work with the conflict story? Approaching conflict through the lenses of power, emotion and identity.
- Developing and improving a variety of healthy conflict response skills, envisioning the ideal outcome
- Including phased role play, creative journaling, video feedback, to name a few.

Day 2 Topic: Diversity and Inclusion – intention and approach across cultures and faiths.

Diversity is the mix and Inclusion is to make the mix work well – while going beyond and cultivating a culture of belonging!

This course aims to create insights and to shed light on ways to make diversity work!

Focused questions will include:

- What creates Diversity & why does Inclusion matter?
- How to foster an inclusive work culture and embrace diversity for growth?
- How to overcome potential obstacles like unconscious bias, etc?

We will explore ways to leverage diversity and inclusion - promoting belonging, engagement and evolving best work practices and discover inclusive strategies and the role of leaders modelling diversity and inclusion.

Depending on interest and length of course: Furthermore, we will take a look at the impact of diversity on the readiness for peace and reconciliation and conflict transformation.

III LECTURER: Mr. Joe Gerada from Malta

1 Whole & 1 Half class day in 8 & 9 August, 2020

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 assists organisations internationally with planning and implementing change, managing recruitment and retention, conducting job evaluations, managing performance, reviewing and developing people management policies and procedures, managing diversity, improving communications, conflict resolution, reviewing and developing business strategies and staff training. He also serves as Chairperson of the Employment Tribunal in Malta and sits on a number of public and private sector boards.

He is currently the President of the Foundation for Social Welfare Service in Malta and serves as the Vice-President of the European Social Cohesion Platform of the Council of Europe.

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



Day 1 Topic: Mediation concepts and processes

Mediation - a tool for building long lasting relationships.

The delegates shall be presented with the skills that they need to understand how and why disputes occur and learn how best to respond in such situations. The delegates shall have the opportunity to appreciate the effectiveness of this tool, as well as, practice the skill of mediation. They shall go through a number of role plays where they need to conduct mediation and be assessed by peers accordingly. In addition delegates shall reflect on their leadership skills and evaluate how their style helps or hinders the process of mediation.

Methodologies

A) Lectures B) Group Works C) Presentations D) Case Study E) Questionnaires

Day 2 Topic: Leadership in Mediation

Mediation - a tool for building long lasting relationships.

The delegates shall be presented with the skills that they need to understand how and why disputes occur and learn how best to respond in such situations. The delegates shall have the opportunity to appreciate the effectiveness of this tool, as well as, practice the skill of mediation. They shall go through a number of role plays where they need to conduct mediation and be assessed by peers accordingly. In addition delegates shall reflect on their leadership skills and evaluate how their style helps or hinders the process of mediation.

Methodologies

A) Lectures B) Group Works C) Presentations D) Case Study E) Questionnaires

IV LECTURER: Mr. Marc Finaud from Switzerland

1 Whole & 1 Half class day in 10 & 11 August, 2020

Mr Marc Finaud is Head of Arms Proliferation at the Geneva Centre for Security Policy (GCSP). He is a former French career diplomat with experience in bilateral and multilateral diplomacy who has been sharing it in training junior diplomats from all over the world and conducting research in sensitive areas such as arms proliferation, the Middle East, terrorism, peacebuilding, media relations, etc.



Day 1 Topic: Multilateral Diplomacy, Conflict Mapping and Security Policy Prioritization (with exercise)

A look at world challenges through the lens both of state and non-state actors as well as cooperative and multilateral responses to improve both national and human security.

Methodology

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| A) Lectures & Theory | B) Group Works & Presentations | C) PowerPoint Presentations |
| D) Experience Sharing | E) Simulation Games | |

Day 2 Topic: Communication and Chairing Skills (with exercise)

Advice on useful skills for public or private actors and practitioners on the international scene.

Methodology

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|-----------------------|--------------------------------|-----------------------------|
| A) Lectures & Theory | B) Group Works & Presentations | C) PowerPoint Presentations |
| D) Experience Sharing | E) Simulation Games | |