

	5 Aug, 2025 Tuesday Day 1	6 Aug, 2025 Wednesday Day 2	7 Aug, 2025 Thursday Day 3	8 Aug, 2025 Friday Day 4	
07:00 - 09:00		Breakfast	Breakfast	Breakfast	
09:00 - 10:30	Arrival & Registration of Participants Hotel Rooms Available From 14:00	Foundations of Empowered Leadership and Strategic Insight Class Day by Peter Aeberhard Session 1: Personal Vision and Empowered Leadership Objective: Guide participants in clarifying their personal leadership goals and values, especially in high-stakes environments. Methodology: Vision mapping and self-reflection exercises.	Mediation, Empowered Decision-Making, and Trauma-Informed Leadership Class Day by Peter Aeberhard Session 1: Trauma-Informed Mediation and Cultural Sensitivity Objective: Develop empathy-based mediation techniques that consider trauma impacts in multicultural settings. Methodology: Role-play exercises with trauma-aware principles and feedback.	Violence, Conflict and the construction of Peace in the world of today Class Day by Prof. Alicia Cabezudo	
10:30 - 11:00		Coffee-Break	Coffee-Break	Coffee-Break	
11:00 - 12:30		Session 2: Strategic System Thinking for Conflict Prevention Objective: Introduce system thinking as a framework to analyze interconnected conflict drivers, with a focus on security. Methodology: Causal Loop Diagrams (CLDs) and regional case study analysis.	Session 2: Strategic Negotiation and Empowered Decision-Making Objective: Introduce negotiation strategies suited for diverse environments, addressing power dynamics and security concerns. Methodology: Scenario-based exercises and reflective coaching on negotiation style.	How do you define conflict? Conflict analysis. What are the actual theories related to conflict resolution and conflict transformation? Types of Violence, their relationship and levels. The roots of violence and conflict.	
12:30 - 14:00		Lunch	Lunch	Lunch	
14:00 - 15:30		Session 3: Interactive Case Study and Strategy Development Objective: Apply system thinking and empowered leadership techniques to a complex conflict prevention scenario. Methodology: Group work and collaborative strategy development for regional conflict scenarios.	Session 3: Simulation Workshop on Mediation Techniques Objective: Practice mediation and negotiation in a complex regional setting with embedded security considerations. Methodology: Role-play simulations and structured feedback on mediation approaches.	The spiral of violence and conflict. Model cases taken from the attendant countries. Analysis of the world situation. What can we do at individual and collective level? Small group readings on themes related documents. Discussions on diverse perspectives.	
15:30 - 15:45		Coffee-Break	Coffee-Break	Coffee-Break	
15:45- 16:45		Session 4: Reflective Strategy Session – Empowered Leadership for Conflict Prevention Objective: Reflect on personal leadership approaches within systemic conflict contexts, integrating security awareness. Methodology: Guided peer discussions and reflections on leadership strategies.	Session 4: Action Planning & Integration for Real-World Impact Objective: Synthesize learnings from both days, developing a MEL-informed action plan for future leadership applications. Methodology: Individual action planning and peer feedback.	Group work. Integrating exercises	
18:00 - 20:00		No Dinner	No Dinner	No Dinner	No Dinner
20:00 -		Free Time	Free Time	Free Time	Free Time

	9 Aug, 2025 Saturday Day 5	10 Aug, 2025 Sunday Day 6	11 Aug, 2025 Monday Day 7	12 Aug, 2025 Tuesday Day 8
07:00 - 09:00	Breakfast		Breakfast	Breakfast
09:00 - 10:30	Culture(s) of Peace Building. Dialogue, Negotiation, and Mediation Class Day by Prof. Alicia Cabezudo	No Class Day	Introduction to International Humanitarian Law Class Day by Mr. Urs Stirnimann	Protection of Civilians and War Crime Matters Class Day by Mr. Urs Stirnimann
10:30 - 11:00	Coffee-Break	No Coffee - Break	Coffee-Break	Coffee-Break
11:00 - 12:30	Evolution of the Peace concept. Negative Peace - Positive Peace - Imperfect Peace - The newest concept: <i>Total Peace</i> (Colombia). Analysis of the Culture of Peace concept. Its institutional platform: the UN Resolution A-53/243	No Class Day	What is International Humanitarian Law (IHL)	Treatment of Civilian Persons in time of war How are war criminals prosecuted under IHL
12:30 - 14:00	Lunch	No Lunch	Lunch	Lunch
14:00 - 15:30	Dialogue as a bridge for creating negotiation and mediation scenarios. Intercultural Dialogue. Theories & methodologies on mediation and negotiation. International models and good practices. Small groups exchange on national practices by attendants.	No Class Day	How must Prisoners of War be treated	What measures are available for implementing IHL? What is the ICRC's role in ensuring respect for IHL?
15:30 - 15:45	Coffee-Break	No Coffee-Break	Coffee-Break	Coffee-Break
15:45 - 16:45	Group work. Integrating exercises	No Class Day	What is the difference between IHL and Human Rights Law	Comprehensive test covering the content of the two days.
18:00 - 20:00	No Dinner	No Dinner	No Dinner	No Dinner
20:00 -	Free Time	Free Time	Free Time	Free Time

	13 Aug, 2025 Wednesday Day 9	14 Aug, 2025 Thursday Day 10	15 Aug, 2025 Friday Day 11
07:00 - 09:00	Breakfast	Breakfast	Breakfast
09:00 - 10:30	Ethical Leadership - Key to Social Peace and Justice Class Day by Ms. Sibylle Rupprecht	Ethics and Advocacy - how to defend, negotiate, mediate Interactive Class Class Day by Ms. Sibylle Rupprecht	Departure Day & Check-Out until 11.00
10:30 - 11:00	Coffee-Break	Coffee-Break	
11:00 - 12:30	Advocacy – how to find your positioning The campaign: How to construct the log-model Partners and alliances Communication in a campaign	Advocacy – how to find your positioning The campaign: How to construct the log-model Partners and alliances Communication in a campaign	
12:30 - 14:00	Lunch	Lunch	
14:00 - 15:30	Advocacy or negotiation or mediation?? Mediation Process The Negotiation Table (preparation, finding the power imbalance)	Advocacy or negotiation or mediation?? Mediation Process The Negotiation Table (preparation, finding the power imbalance)	
15:30 - 15:45	Coffee-Break	Coffee-Break	
15:45- 16:45	Group work: Practical case study in advocacy and negotiation	Group work: Practical case study in advocacy and negotiation	
18:00 - 20:00	No Dinner	No Dinner	
20:00 -	Free Time	Free Time	