

## **3rd Winter Academy: 6 - 18 December, 2022**

### **Basel, Switzerland**

#### **I Trainer: Ms. Sibylle Rupprecht**

#### **2 Whole Class Days by During 7 & 8 December, 2022**

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 organisations. 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.



#### **Day 1 Topic: Ethical Leadership – the great reset after the pandemic and vector of peace**

Peacebuilding often involve many different levels of actors from the smallest local interventions to the negotiations between international actors.

Advocacy needs to take this into consideration. At larger level, more formal advocacy campaigns promoting peace and intercommunal understanding might be called for. During this training day, we will look at the different building blocks of a campaign in order to learn how to build an advocacy campaign which can be rolled out locally but also at wider level, who needs to be influenced, informed and trained, what means are needed, how to communicate and which means to use for what target groups.

**Methodology:** The training is interactive, building on participants' knowledge and experience. Individual and work group discussions include conceptual input and are based on hands-on learning methods. Tools and concepts are introduced and case studies are examined. This workshop will equip participants with the necessary tools to start designing, developing and running advocacy campaigns. The participants will have the opportunity to make a basic design of a campaign

#### **Day 2 Topic: Advocacy & Communication Including practical exercises**

Building on the first day, we will look at the means of mediation to solve a conflict. Mediation is a dynamic, structured, interactive process where an impartial third party (the mediator) assists disputing parties in resolving conflict through the use of specialized communication and negotiation techniques. The mediator uses a wide variety of techniques to guide the process in a constructive direction and to help the parties find their optimal solution. A mediator is facilitative in that she/he manages the interaction between parties and facilitates open communication. This brief training will look at the basis of the mediation, a number of techniques that facilitate the work of a mediator such as being aware of biases and prejudices, looking for the hidden agenda, as well as a short glimpse into body language and especially facial expressions.

**Methodology:** The workshop gives participants the necessary skills to understand conflicts that may arise in a multicultural environment and how it can be handled constructively. We will look at tools to tackle professional and personal disputes. Participants will have the opportunity to discover through practical exercises and especially through a concrete mediation case, this means for conflict resolutions which is extremely useful in many work and private situations.

## **II Trainer: Mr. Owen Frazer**

### **1 Whole & 1 Half Class Day in 9 & 10 December, 2022**

**Mr. Owen Frazer** is a conflict resolution researcher and practitioner with over 15 years experience of working in and on conflict. A certified mediator and experienced trainer, he has specific expertise in negotiation and mediation, dialogue processes and the religious and cultural dimensions of conflict and is the author of several publications for conflict resolution practitioners and policy-makers.

From 2011-2020 he worked in the Mediation Support Team at the Center for Security Studies at the Swiss Federal Institute of Technology (ETH Zurich) where he supported dialogue processes in Egypt, Chad, Myanmar and Thailand. He was a regular trainer on courses such as the Swiss Federal Department of Foreign Affairs' Peace Mediation Course, the MAS ETH on Mediation in Peace Processes, and the CSS's Religion and Mediation Courses offered in Switzerland and for United Nations staff. He began his career working in the development sector with Oxfam GB before moving into humanitarian work with the International Committee of the Red Cross, with assignments in Colombia, Democratic Republic of Congo, Eritrea, Pakistan, Russia and at Geneva headquarters.

He currently splits his time between being a negotiation and mediation advisor with the Berghof Foundation in Berlin, running his own conflict and mediation consultancy and pursuing doctoral research at the University of Birmingham on the role of mediation in formal peace negotiations. He holds a BA in Philosophy, Politics and Economics from the University of Oxford and an MA in Conflict Resolution from the University of Bradford.



### **Day 1 Topic: Conflict Management & Resolution**

How we engage with conflict is shaped by our own personal preferences and the mental models we use when thinking about conflict. To start the day participants will be taken through a self-reflection exercise on their personal preferences regarding conflict. The following sessions will introduce three perspectives on conflict, the obstacles to conflict resolution that each perspective highlights, and what can be done about them. Each session will introduce one of the perspectives by means of a practical exercise followed by a group discussion and a theoretical input.

#### **Methodologies**

- A) Lectures & Theory
- B) Group Works & Presentations
- C) PowerPoint Presentations
- D) Experience Sharing

### **Day 2 Topic: Culture and conflict resolution**

Cultural differences can introduce new challenges to dealing with conflict. This half day focuses on the particular challenges presented by conflicts where cultural and value differences form an important part of the conflict. Participants will be introduced to the topic by means of a role-play which will also offer them the opportunity to put into practice some of the techniques and tools they have learned in previous days. The debrief of the roleplay will be used as a means to explore the implications of culture for conflict resolution and provide participants with practical insights on how to manage the cultural dimensions of conflict. This topic will be deepened further in the second week of the course.

#### **Methodologies**

- A) Experience Sharing
- B) Roleplay

### III Trainer: Ms. Anna Shevchenko

#### 2 Whole Class Days in 12 & 13 December, 2022

**Anna** is a CEO of 3CN, a company that pioneered a concept of cultural risks globally.

She has 28 years of experience in delivering projects in the field of international communication and cultural risks for international organisations, global companies and leading educational establishments worldwide.

As the British Government Stabilisation Unit Deployable Expert on conflicts, she has worked in and on various conflict environments: Chechnya, Kosovo, Ukraine among others. She gave cross-cultural advice and interpreted for 6 British Prime Ministers.

She speaks 8 languages (unsuccessfully trying to learn the 9th) and worked in 45 countries to date.

Anna is also a visiting lecturer at the Royal College of Defence Studies, Duke University Executive Education (USA), UK Defence Academy and British Institute of Export.

She holds MPhil from Cambridge University, where she was researching the cultural attitudes to conflict.

She is the author of numerous articles and five books.



#### Day 1 Topic: Culture in the Global World

What are the current global cultural trends and threats? How do visible and invisible cultures interact? Can culture be used as a weapon? The participants will seek the answers to those questions in the group discussions, interactive exercises and analysis of the presented material.

#### Methodologies

- |                       |                                |                             |
|-----------------------|--------------------------------|-----------------------------|
| A) Lectures & Theory  | B) Group Works & Presentations | C) PowerPoint Presentations |
| D) Experience Sharing | C) Case Study                  | E) Group Discussions        |

#### Day 2 Topic: Intercultural mediation - trends and methods; Reconciliation across cultures - discussion

Building on the knowledge tools from day one the participants will engage in the development of the cultural mediation case study and also will be introduced to the notion of the national dialogue and learn about the key approaches to reconciliation across cultures.

#### Methodologies

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|-----------------------|--------------------------------|-----------------------------|
| A) Lectures & Theory  | B) Group Works & Presentations | C) PowerPoint Presentations |
| D) Experience Sharing | C) Case Study                  | E) Group Discussions        |

## IV Trainer: Dr. Martin Geiger

**1 Whole & 1 Half Class Days in 14 & 15 December, 2022**

**Martin Geiger** is Associate Professor of Politics of Migration and Mobility at Carleton University (Canada) and a recognized international academic expert specializing in the fields of migration, refugees, development and humanitarian assistance, security, innovation and growth, international organizations, and NGOs. As member of several international networks of expert practitioners and think tanks (e.g., Center for China and Globalization), Dr. Geiger holds strong expertise in working as a trainer and knowledge facilitator with non-academic audiences including the government, NGO and corporate sector. During the negotiations that led to the adoption of the UN Global Compact on Migration, Martin Geiger was member of the Canadian Migration Experts Group advising Canada's federal government. Based in Canada's capital Ottawa, Martin Geiger is also frequently invited to provide advice and insights to embassies, foreign delegations visiting Canada and other relevant stakeholders and groups. Dr. Geiger's current projects with industry and government stakeholders in Canada and other countries, including China and Germany, include the provision of applicable and stakeholder-tailored research and advice in the field of migrant and expat talent acquisition and retention. In 2019 and 2020, Dr. Geiger has been invited to the Paris Peace Forum as a speaker and session moderator on topics of talent mobility, development, and innovation.



### **Day 1 Topic: Global Mobility and Refugee Flows: Old and New Challenges in a Post-COVID-19 World**

This full day class will provide participants with critical knowledge and understanding concerning key basics in migration and refugee studies, and main trends and challenges related to migration, refugee movements, and closely connected issues such as development, conflict and security, and climate change. Global mobility and refugee flows are extremely complex, crosscutting and highly consequential phenomena. The insights, provided in the format of short input lectures and facilitated interactive group work, will draw on cases from different world regions. Following the pandemic, global mobility, including refugee movements, will continue to pose significant and potentially increasing challenges to stakeholders across all sectors. Based on the trainer's experience in working with industry, government, and civil society stakeholders in Canada and Germany, our full day training concludes with the dissemination and joint discussion of applicable best practices in the on-boarding and labour market and workplace retention of migrants and refugees.

#### **Methodologies**

**A) Lectures & Theory**

**B) Group Works & Presentations**

**C) Experience Sharing**

**D) Case Study**

**D) Case Study**

**E) Group Discussions**

### **Day 2 Topic: Humanitarian Assistance (Half Class Day)**

Participants will gain familiarity with key principles and lessons learnt in humanitarian assistance drawing on insights gained in various countries and cases of international assistance and intervention. Our training focuses on the particular role, expertise and possibilities of intervention and the provision of humanitarian assistance which international and non-governmental entities and groups can and are able to provide. Our training concludes by focusing on, and discussing with participants the possibilities, continued necessities, but also ever more complex challenges of humanitarian assistance, drawing on the cases and currently extremely challenging situation in Afghanistan and Ukraine.

#### **Methodologies**

**A) Lectures & Theory**

**B) Experience Sharing**

**C) Case Study**

**D) Group Discussions**

## V LECTURER: Ms. Mojca Kuzmicki from Slovenia

**1 Whole & 1 Half Class Day in 16 & 17 December, 2022**

**Mojca Kuzmički**, MSc is Senior Specialist Criminal Police Inspector within the Ministry of Interior in Slovenia and representative of the Slovenian police in the review of the United Nations Convention against Corruption and peer evaluation of the implementation of the Convention on Combating Bribery of Foreign Public Officials in International Business Transactions by a workgroup of the Organization for Economic Co-operation and Development (OECD). She is specialist for corruption and her main responsibilities are, among others, coordination of the work of criminal inspectors, who investigate serious form of economic crime and corruption and to proactively put measures into place to prevent corruption from taking place. She is also project manager for trainings for the detection and investigation of economic crime and corruption and she is component leader in twinning project in Bosna and Hercegovina with title Support to the Fight against Money Laundering.



### **Day 1 Topic: Systemic corruption is one of the most destructive phenomena of modern society**

The consequences of systemic corruption can be seen in the depletion of a country's financial resources, the paralysis of the apparatus of government, people's mistrust in politics, social degradation, and the collapse of social values. When dealing with systematic corruption we are confronted with the systemic abuse of a country by its political elite – not only permitting systemic corruption but also failing to eliminate such due to the elite's own material benefits. Political decision-makers create policies and enact the regulations that implement legislation, and therefore are able to prepare custom-made legislation. Civil servants and politicians can be a part of this so-called systemic corruption or it can be exploited by certain interest groups as an instrument for achieving their goals.

Slovenia is facing its greatest problems with regard to the high level of corruption in the health care system and in the field of civil engineering, banking, and public procurement. Corruption is enabled by individuals or groups whose own financial benefits – not the public welfare – are favored.

#### **Methodologies**

- A) Lectures & Theory
- B) Group Works & Presentations
- C) PowerPoint Presentations
- D) Experience Sharing

### **Day 2 Topic: Intelligence development in the fight against (police) corruption**

For the purpose of enhancing the rule of law, this Act lays down measures and methods to strengthen integrity and transparency, to prevent corruption and to avoid and eliminate conflicts of interest. We will talk about Police Corruption Activities of the Law enforcement Agencies in EU and Slovenia.

#### **Methodologies**

- A) Lectures & Theory
- B) Group Works & Presentations
- C) PowerPoint Presentations
- D) Experience Sharing

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