

Who we are

In 2005, CSSP started operating as a non-profit organisation based in Germany. CSSP's projects, which are implemented on the basis of the original Integrative Mediation methodology includes Kosovo, Macedonia, Serbia, Bosnia and Herzegovina, as well as Sri Lanka and Vietnam. CSSP develops its own role plays, case studies, and materials out of its project contexts and develops them further also in an academic environment. Thereby CSSP is able to transfer knowledge which is strongly rooted in theoretical analysis and the practical application in field work. All of CSSP's trainings are based on experiential learning and bringing together the experience of everyone in the training room.

Dr Juan Armando Diaz conceptualised the methodology of Integrative Mediation on the basis of which CSSP operates. As Director and Lead Mediator he oversees all of the organisations activities. He holds university appointments at the Masters level at several German and British universities. Dr Diaz is a hired consultant in various projects ranging from setting up mediation mechanisms to anti-discrimination legislation. Being a professional mediator for over ten years, Dr Diaz' experience in community mediation in post-conflict areas spans from the Western Balkan region to South East Asia. Over the course of his career, Dr Diaz conducted capacity-building and problem-solving workshops for over 150 local leaders, more than 200 NGO representatives, members of international organisations and national agencies.

Eva Maria Malisius is a trained mediator and has been working in community mediation projects for over 5 years. Placing an emphasis training, she worked with local decision-makers, national and international representatives in strengthening their skills in intercommunity decision-making, peace-building and conflict transformation, gender and equal opportunity, and strategic vision.

Brigitta von Messling is a Rotary World Peace Fellow and trained mediator. She worked in many projects and initiatives promoting peace, conflict resolution, and mediation in Latin America and the Western Balkans. Through her experience, she bridges the importance of grassroots initiatives and capacity-building in peace-building and conflict transformation.



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Registration deadline: 24 September 2009

For more information, please visit:
www.cssproject.org



How to bring local leaders together

Adding value to my role in conflict management

Interactive Training Program



Berlin, Germany
12—16 October 2009

What it is about

Many of us have different skills in conflict analysis, problem-solving negotiations, and intercommunity mediation. At the same time we often struggle with bringing all these skills together and to ensure that our role in conflict management is added value to the people, the process, and the problem itself. It is important to adopt a holistic and systemic approach and to apply a range of individual tools. This implies recognising the human element in conflict transformation, assuming responsibility for organising chaos, and supporting conflict parties in making difficult decisions while seeing the value in creative solutions.



Bringing local leaders together

The training targets all those working in an international context where intercommunity relations play an important role, i.e. diplomats, NGO workers, development professionals, representatives of national, international and business organizations.

Our training on conflict analysis, problem-solving negotiations, and intercommunity mediation supports participants in finding their own mediative side and identifying ways to use mediation for supporting others in post-crisis areas. The interactive training brings theory and practice together in a five-day training which is based on experiential learning. This implies that participants and trainers are challenged to learn from each other and to bring in their own expertise, conflicts, and personal experiences. The process is facilitated by experts in the fields of conflict resolution and mediation, who bring together a wide range of different skills in conflict management.

What you learn

- The ability to increase the effectiveness of interactions in intercommunity contexts, i.e. project implementation or mediative processes;
- A better understanding of one's own conflict behavior and skills to be added value to conflict transformation processes; and
- Theoretical and practical understanding for conflict analysis, problem-solving negotiations, and intercommunity mediation, specifically for working in intra-state conflict areas.

What it consists of

Part I: Conflict analysis

Basics of conflict analysis
Types of intervention, ripeness and timing
Gender and equal opportunity
Dynamics of intercommunity and intra-state conflicts
Conflict sensitivity and communication

Part II: Problem-solving negotiations

Basics of negotiations
Distinguishing positions and interests
Identifying joint issues and generating creative options
Developing options and alternatives
Dealing with emotions
Building trust and setting up dialogue

Part III: Intercommunity mediation

Basics of mediation
Third party intervention and mediation processes
Mediation context and logistics
Confidence-building measures
Dealing with difficult parties
Mediation in peace processes

What it looks like

Costs

800 Euro per participant for the five day training. The costs include all training materials, coffee and lunch breaks during the training days. All other costs have to be covered by the participants.

Early registration (before 12 September): 650 Euro

Training hours

Training sessions run daily (Monday - Friday) from 09.00 – 17.30 composed of 4 1 ½ h blocks per day, including two coffee breaks and a 1.5 h lunch break (30h total training time).

Training location

The training takes place at the
Hertie School of Governance
Quartier 110, Friedrichstraße 180
10117 Berlin, Germany

Participants

Minimum number: 10; maximum number: 15.
Min. of 2-3 years of relevant professional experience.
Certificate of participation upon successful completion.

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