

Multitrack Peace Mediation

Thirteen-day training course on
mediation with a focus on
international development and
peace-building

June 2012 – January 2013



This is a **basic training** in peace mediation. It fulfils part of the main requirements of training by the German Federal Association for Mediation (Bundesverband Mediation).

Methodology..

... technical training

- » Process design and logistics of mediation
- » Communication techniques
- » Micro-interventions

... strategic analysis

- » Undertaking systemic conflict analysis
- » Understanding power, gender and culture as influencing factors
- » Designing multi-track interventions

... self-reflection

- » Identifying the personal dimension of mediating
- » Developing a professional approach to working with conflict patterns
- » Finding an inner sense and attitude towards mediation

Benefits of the Course

Insight into the **practical experience of trainers** in multiple forms of mediation and related approaches in various contexts

High diversity of teaching methods: case exercises with sample cases from the participant's personal experiences, real-life simulations with cases from the trainer's practical experiences, individual feedback, analogue forms of learning

Intensive practice (maximum 18 participants)

Co-training: Groups larger than 10 participants will benefit from the expertise of two trainers also providing learning support, experiences, and serving as role models of co-mediation/ co-facilitation

Two **evening events** with external consultants focused on networking and exchange

Mediation and...

“Mediative” skills are essential for practitioners and strategists in their daily work such as of development cooperation, humanitarian aid, civilian conflict resolution, and peace-building.

... Development Cooperation/ Humanitarian Aid

- » Development cooperation and humanitarian aid are often concerned with ethno-political conflicts in which mediation can be very useful.
- » One is often in the position to mediate not just among warring parties but also among different project partners or beneficiaries.
- » Developing conflict sensitive projects requires a thorough grounding in the use of mediative skills, strategies, and methods.

...Civilian Conflict Resolution and Peace-building

- » Inclusive/omni-partial strategies of intervention need to be translated to concrete actions.
- » Successful interventions require complex mediation processes.
- » Within dialog processes and capacity-building projects, mediative skills are applied.
- » Within organisations and in intercultural teams, conflict sensitive communication is critical.

Didactics

Mediation is not only a process but more importantly an intrinsic attitude that expresses itself within every action. The course didactics are based on three interwoven components:

- » Knowledge about methods and techniques for dialogue and process design;
- » Context analysis and the strategic considerations to assure that methods are effectively implemented and strategically wise; and
- » Adequate self-reflexion of the mediator as an essential component of successful mediation.

Depending on the level of societal concern, cultural diversity, and complexity of a conflict, different actors (often called “tracks”) may have various approaches. This course embraces the complementarities of multiple tracks and promotes mediative efforts which work within the diversity of approaches to create added value to the overall conflict resolution process. The course will look at the various tracks and the linkages among them to support sustainable peace.

The course addresses individuals that presently or in the future work in the areas of development cooperation, humanitarian aid, civilian conflict resolution and peace-building or peace studies as well as those who want to expand their knowledge and skills in conflict transformation.

For others who wish to acquire a new and self-contained career perspective as mediator, this course fulfils the requirements of the first component of the 200 hour certification of the German Federal Association of Mediation.

Multi-track

Target Group

1. Module (Inmedio)	4-7 June 2012	<p>Basics of mediation and its multi-track character</p> <ul style="list-style-type: none"> » Process logic and inner attitude towards mediation » Negotiation and other conceptual basics » Comparison of third-party approaches, e.g. mediation, facilitation, and dialogue » Basics of dialogue and communication in mediation » Introduction of Multi-track » Case studies of mediation » Introduction to omnipartial conflict analysis
2. Module (Inmedio)	10-12 September 2012	<p>The personal dimension of mediation – or: Me as mediator</p> <ul style="list-style-type: none"> » Analysing our personal conflict biographies and the effects they have on our role as mediator » Body language and its external effects » Persecutor-Victim-Rescuer Dynamics » Special communication techniques in mediation » Conflict escalation and intervention
3. Module (CSSP)	26-28 November 2012	<p>Dynamics of conflicts in multicultural environments</p> <ul style="list-style-type: none"> » Intercultural conflicts and mediation » Intercultural communication and my role as mediator (negotiating reality) » Multilateral negotiations and group dynamic, exposure to power and “parallel structures” » Working in “the field”
4. Module (Berghof)	21-23 January 2013	<p>Conflict-analysis methods for multi-track interventions</p> <ul style="list-style-type: none"> » Facilitation of dialogue and mediation – complementarities and synthesis » Settings for facilitation of dialogue and mediation with groups » Simulations of exemplary dialogue and mediation interventions » Multi-track peace mediation and peace processes as collective learning processes

Short presentations

- » Introduction of new contents
- » Discussions

Real life case exercises

- » Integration of participants’ experiences
- » Illustration of mediative approaches

Small group exercises

- » Deepen experiences, practice, and knowledge
- » Role plays and case simulations to practice without group pressure
- » Individual feedback to supports self-reflection

Other learning methods

- » Exercises including pictures, colours, and statues, strengthen reflexion and action where language finds its limits, such as in relational cultures and groups.
- » Video-feedback to enable detailed analysis of role plays. It is very awful and yet can still be fun.

Language of instruction

The course will be held in English. All trainers are fluent in both English and German.

Course location

**Inmedio Berlin, Holbeinstraße 33, 12203 Berlin
CSSP, Schiffbauerdamm 15, 10117 Berlin**

Costs

Costs for modules 1-4 amount to €2,540 (excl. VAT). We offer a 200€ early registration discount that is valid until 28 February 2012.

Registration

Those interested can register and get further information either via email or phone:

mpm@inmedio.de
Inmedio Berlin: +49 [0] 30 - 45 49 04-00
CSSP: +49 [0] 30 - 40 00 651-00

Organiser

Berghof Foundation

The Berghof Foundation is an independent, non-governmental and non-profit organisation dedicated to supporting conflict stakeholders and actors in their efforts to achieve sustainable peace through peace-building and conflict transformation. It offers knowledge, expertise and services in conflict research, peace support and peace education. The Berghof Foundation's operations are run by a dedicated and multi-national team working closely with partners around the globe.

The scope of Berghof's activities aims to investigate and develop innovative approaches to conflict transformation and provide mediation services, dialogue facilitation, negotiation support, advice, technical assistance and capacity building. Educational media are initiated, developed and implemented, as are publications and trainings for school students, teachers, trainers and practitioners. www.berghof-foundation.de

Berghof Foundation

Inmedio

inmedio is a mediation and consultancy institute founded in 1998 by Ljubjana Wüsthube and Dr. Wilfried Kerntke. Today, the inmedio-group consists of inmedio berlin and inmedio

Frankfurt GmbH. We conduct mediation in non-profit-organisations and business companies in Germany as well as consultations, mediation, dialogue & training abroad, for NGOs and governmental actors in development cooperation, humanitarian aid and conflict resolution. In the past 12 years, during more than forty 12-25-day-courses, we have trained approximately 600 mediators and surveyed about 500 cases of mediation.

Long term partner of the Directorate for Development Cooperation of the Federal Department for Foreign Affairs regarding the qualification of mediators. Publications, downloads and references as well as a chronology of our mediation trainings can be found under www.inmedio.de.

CSSP

CSSPProject for Integrative Mediation (CSSP) is a Berlin-based nonprofit association. While the organization traditionally has focused on conflicts in the Western Balkans its team members have worked on projects around the world with government leaders, civil society, and the business community. CSSP has expertise in mediation, political conflict analysis, intercultural communication, confidence-building/trust-building, decentralization, gender awareness, international law, negotiation, nondiscrimination, and strategic planning. Since its founding, CSSP has worked in over 20 divided communities.

Through various workshops the organization has trained over 200 political and community leaders in mediation processes as well as for capacity-building purposes. CSSP also works with many local organizations in our target countries and with experts in related fields. With this approach CSSP supports local ownership and tailor-made processes.



Dr. Norbert Ropers (Berghof Foundation)

Founding director of the Berghof Research Center for Conflict Studies 1993, from 2004 to 2011 co-director of the Berghof Foundation for Peace Support, since 2012 Program Director at the Berghof Foundation. Political scientist and sociologist, mediator, facilitator and trainer. During the 1970's and 1980's he was active in peace and conflict studies with special interest on international exchange and intercultural learning.

During the 1990's his focus lay on action research regarding ethno-political conflicts and their transformation. 2001-2008 director of a peace building network in Sri Lanka. Since 2009 support of insider-mediators in South and Southeast Asia based in Bangkok.

Ljubjana Wüstehube (Inmedio Berlin)

Mediator and trainer BM, BMWA, BMJ Austria and psycho-therapist. Further education in systematic organisation structure. Long term member of the BM approval commission. Academic at the Bern University of Applied Science and St. Gallen University (CH), management of the CAS mediation at the Nordwestschweiz University of Applied Science. Experiences amongst others in Kosovo, Palestine/Israel, Sri Lanka, Ethiopia, Nepal. During the 1980's organized German-Soviet exchanges and developed in the 1990's a combination of peer-mediation and trauma resolution together with war refugees.

Dirk Splinter (Inmedio Berlin)

Mediator and trainer BM, BMWA. Graduate degree in education and nutrition chemist. Further education in systematic coaching and business consultancy. Since 1991 academic in youth and adult education; since 2001 co-director of Inmedio. Co-founder of the professional group mediation and conflict transformation in the BM. Member of the Reflecting –on–Peace–Practices Learning community of CDA (Boston, MA). He provided mediation training and consultancy of dialogue or capacity-building projects among others in Turkey, Ethiopia, the Middle East and Nepal.

Dr. Juan Diaz (CSSP)

Director and co-founder of CSSP. His focus lays in the design and implementation of the "Conflict Resolution Methodology". In his training workshops, he focusses on multi-track approaches and how mediation can be useful. He works mainly in the Western Balkans, South Asia (Nepal, Sri Lanka) and North Africa. He has extensive experience in mediation on local level in the fields of inter-ethnic conflict, land conflicts, return processes, and communal coordination. He provides capacity-building trainings with political and communal representatives. These are specifically focused on mediation and negotiation skills in order to strengthen local institutions and thus support democratic processes. He developed the methodology of integrative mediation which combines different aspects of the workshop methodology so as to enable a holistic and sustainable conflict resolution process in a post-crisis environment.

