



forumZFD
Academy for
Conflict Transformation

**PEACE AND CONFLICT
WORK**

Online Course August 23 - December 2, 2021

KEY FACTS & FIGURES

What? Peace and Conflict Work Online Course

When? August 23 to December 2 (15 weeks)

How? In a virtual learning environment with a diverse, dynamic and interactive methodology and a combination of live sessions, self-paced learning material, group work, reflection units and the creation of a project.

How much? 2.500€ participation fee

With whom? An international group of 16 participants of diverse backgrounds currently working in or aiming to enter the field of civil conflict transformation, peacebuilding or conflict-sensitive development cooperation



Photo by [Shane Rounce](#) on [Unsplash](#)

COURSE GOALS, CONTENT AND METHODS

The **15-week online course** in peace and conflict work offers a wealth of opportunities to gain and apply knowledge and skills relevant to **conflict transformation**. It is as much about acquiring relevant knowledge to specific peacebuilding topics as it is about learning **applicable methods and skills**.

Through **self-reflection and the constant exchange** with your peers, trainers and external facilitators we work on attitude, communication and behaviour. We provide you with the necessary tools to understand the **theoretical and practical foundations of complex conflict dynamics and the possibilities for non-violent transformation within peacebuilding work**. This includes clarifying the key concepts of civil conflict transformation as well as providing a deeper understanding of one's own role and attitude working in this field.

Your professional and personal backgrounds form the starting point for the collective learning experience in a transcultural setting. Observations during the course, both within the virtual learning environment and outside in your life, will also become a resource for joint exploration of the elements of peace and conflict.

Thanks to the online format, which is supported by a clearly structured and intuitive learning platform, you will be able to take part in the course **while remaining at work**. This supports the close connection between the learning process and the implementation of your new knowledge and perspectives to your personal and professional context. This integration of the learning is additionally fostered by a **project**, which is planned, developed and conducted in small groups.

The combination of a **diverse methodology, expert input, dialogue among participants and hands-on application exercises** - all supported by the virtual learning atmosphere - will allow you to gain an in-depth understanding of elicitive conflict transformation.

After successful completion of the course you will receive the **"Certificate in Peace and Conflict Work"** for deployment on a Civil Peace Service (CPS) project.

COURSE STRUCTURE

Module 1: Arriving

We arrive to the course, the virtual environment and to the new group of people with whom we will share the upcoming 15 weeks. We dedicate this time and energy to get familiar with the new tools, methods, concepts, goals and values, and thus set a solid foundation for a healthy learning relationship and a satisfying process.

- **Theoretical Foundations:** meaning of peace, conflict, violence, transformation and peacebuilding.
- **Trust-building:** getting to know the group and creating a safe space for learning and sharing

Module 2: Questioning

We begin to explore the basics elements for understanding conflict dynamics and engage in self-reflection to critically question the context of peace and conflict work we move in and our role within those structures.

- **Conflict analysis:** understanding the relevance and use of conflict analysis, introduction to systems thinking and to systemic conflict analysis.
- **Power and Identity:** intersectionality, culture, privilege, roles and behaviour within the peacebuilding field.

Module 3: Creating

The focus of this module is placed on understanding how we plan, design and evaluate peace and conflict projects, as well as the limitations and challenges around the tools we use. We dedicate some time to delve into the world of creative approaches to peacebuilding and how they support us in addressing those limitations.

- **Conflict-sensitive approach to project work**
Planning, monitoring and evaluation (PME) mind-set in peacebuilding, overview of the most important PME tools used in Peacebuilding, Do No Harm and how it is integrated into the PME.

Module 4: Complexifying

In this module, we deconstruct the complexity of bringing people together by looking at different forms of third-party intervention and the role we play in such situations. We question our own legitimacy and mandate and learn to embrace the ambiguity of the complex world we live and work in. We become aware of our own strategies for self-care and self-awareness in order to maintain our wellbeing in the midst of it.

- **Third-party intervention:** clarifying the terms and concept of third party intervention (facilitation, dialogue, mediation, and negotiation), clarifying and reflecting on one's own role, motivation, mandate and legitimization as a peace worker, methods of trust building and creating 'safe spaces'
- **Self-care:** resources for wellbeing, self-awareness, communication, empathy, active listening, storytelling and (re)framing.

Module 5: Integrating

The last module is dedicated to connecting the dots between the different concepts and ideas. We identify on a personal level the most meaningful learnings for ourselves and find ways to integrate those learnings into our lives. We take the time to say goodbye and find ways to stay connected as the online sessions come to an end.

LEARNING TRACKS

Content: A big part of the learning acquired arrives to the participants in the form of **trainer input, reading material, theoretical perspective, discussions and exchange**. You do not only receive this information, but we encourage engaging with it in a critical manner and combining it with your own experience in order to derive meaning from it.

Group: Special attention is paid to understanding the **group process, reflecting on the dynamics and engaging with the feelings and needs of others**. Awareness of oneself and others is an important concept throughout the 15 weeks. The sentence “practice what you preach” applies perfectly. You dedicate time and space to understand the relationships and dynamics in the group as a learning ground for applying the principles of conflict transformation that you analyse from a rational and cognitive perspective in an emotional and embodied manner.

Project: Divided into groups of 4 – 6 people, you develop a **small project** during the 15 course weeks. As the course progresses and the learnings begin to settle in, you are able to **apply your newly acquired knowledge and skills** directly to a project of your choice. You conceptualize, design, implement, iterate, present, give and receive feedback and prepare your projects for a complex and dynamic reality!

Supporting Tracks:

Coaching: To compliment the various learnings of the course and to support the bridge between the course and your professional and personal lives, all participants will be offered 5 coaching sessions with a coach of your choice from our pool.

Yoga: In line with the goal of providing a holistic learning experience, this course offers optional free Yoga sessions, for you to reconnect your body and mind.

WORKLOAD:

- Online Live Sessions on **Mondays, Wednesdays and Thursdays** for 2 hours each **from 9 to 11 CEST/CET**
- Marathon Live Sessions (5 to 6 hours) on Fridays **September 17, October 22 and November 26**
- Occasional optional sessions
- Self-paced learning material: video inputs, literature, group work, podcasts, hands-on tasks, reflection journals
- **Project work:** conceptualization and implementation of a group project on the topic of your choice

Total workload: 14 – 16 hours per week

REQUIREMENTS FOR PARTICIPATION

Background and experience

- Completed professional/vocational training
- Minimum of two year's work experience
- Significant experience' living or working in a multicultural environment

Commitment

- Willingness to reflect on your own preconceptions and behaviour
- Willingness to engage in groups and learning processes

Language ability

- Fluent written and spoken English
- Ability to follow and actively participate in an online course

Computer and internet

- High-quality stable internet connection (at least 1 Mbit download/upload)
- Computer with functioning camera and microphone
- Updated version of Google Chrome

HOW DOES A WEEK LOOK LIKE?

	Monday	Tuesday	Wednesday	Thursday	Friday
Week 1	Content Session		Project Group	Content Session	
Week 2	Content Session		Project Group	Content Session	
Week 3	Content Session		Project Group	Content Session Group Reflection	

This is an example of a weekly structure – we will have sessions on **Mondays, Wednesdays and Thursdays**, each of them dedicated to a different track/topic. The time, length and dynamic of the session can change according to the needs. The blank spaces are left for you to engage with the rest of the tasks **at your own pace**.

THE TEAM



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We are thrilled to accompany you throughout the 15-week learning process. In Modules 2, 3 and 4, we will welcome experienced facilitators with a wide variety of backgrounds and fields of expertise to provide you with insightful and thought-provoking input.

WE LOOK FORWARD TO MEETING YOU!
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