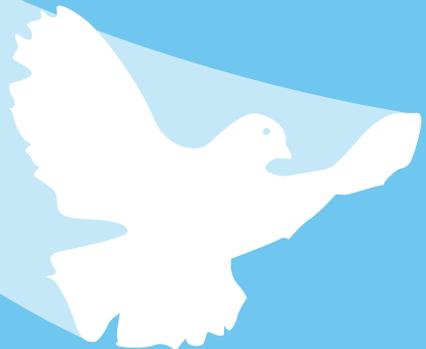
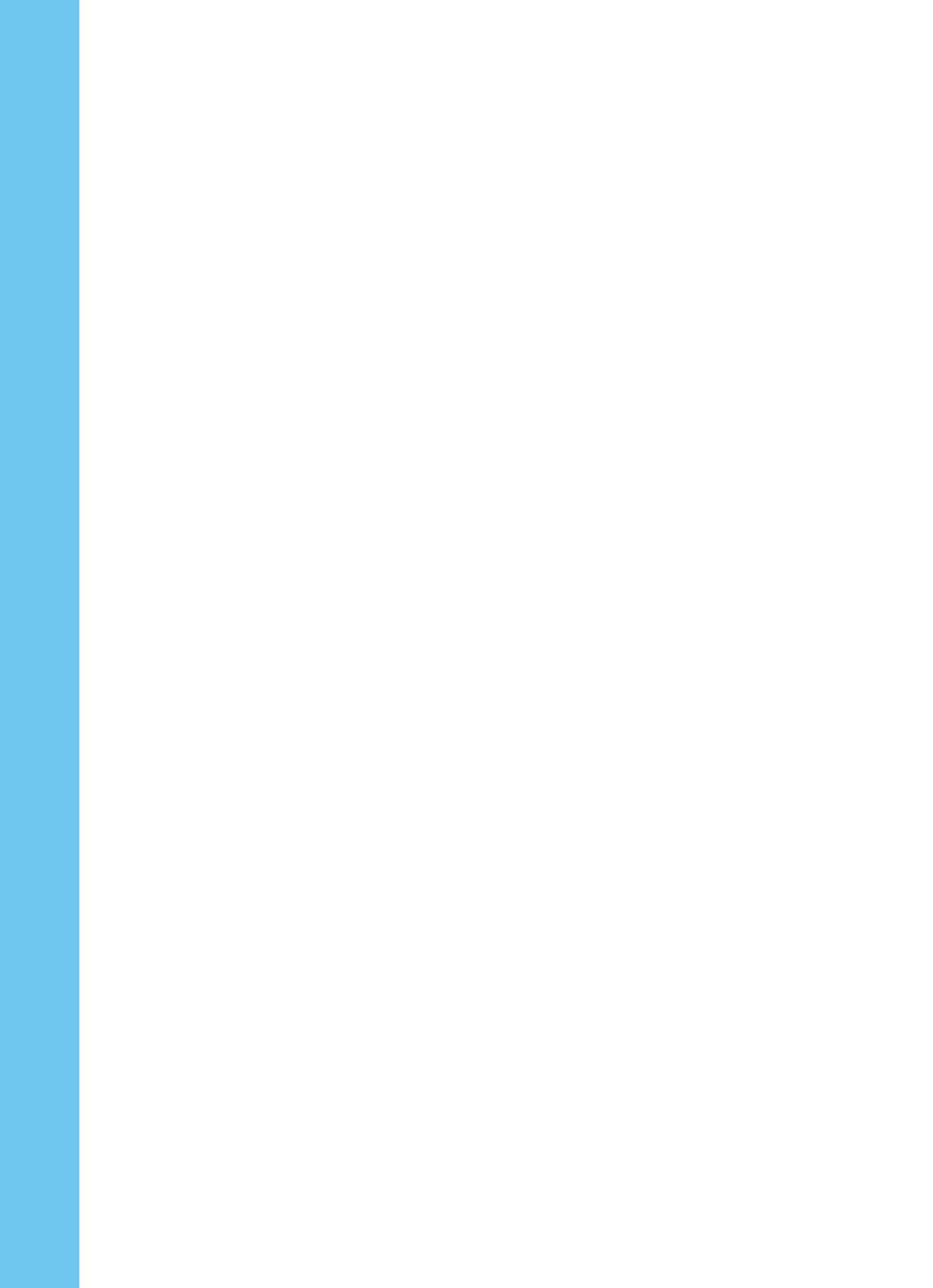


Multitrack Peace Mediation

Fifteen-day training course on
mediation with a focus on
peacebuilding and development
cooperation

March 2018 – October 2018





This course covers a consolidated content of a general mediation training and focuses on the practicability in the fields of peacebuilding and development cooperation. It fulfils the requirements of the German Federal Association for Mediation (Bundesverband Mediation) and can easily be topped up for an accreditation.

Methodology..

... technical training

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

... strategic analysis

- » Undertaking systemic conflict analysis with a mediation focus
- » Understanding power and culture as influencing factors
- » Focusing and designing interventions on multiple tracks

... self-reflection

- » Identifying the personal dimension of mediating
- » Developing a professional approach to working with conflict patterns
- » Non-verbal communication in mediation

Benefits of the Course

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

High diversity of teaching methods: exercises with sample cases from the participants' personal experiences, real-life simulations with cases from the trainers' practical experiences, individual feedback, metaphorical forms of learning

Intensive practice (**maximum 18 participants**)

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

Mediation and...

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

... 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 Peacebuilding

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

Multi-track

Depending on the level of societal concern, cultural diversity, and complexity of a conflict, actors on different political levels (often called ‘tracks’) may have various approaches. This course embraces the complementarities of multiple tracks and promotes mediative efforts on all levels. Together the diversity of approaches creates an added value to the overall conflict transformation process. The course will look at the various tracks and the linkages among them to support sustainable peace.

Didactics

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

- » Knowledge about methods and techniques for dialogue and mediation;
- » Context analysis, process design and 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.

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

Target Group

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

Working methods

Short presentations

- » Introduction of new contents
- » Discussions

Real life case exercises

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

Small group exercises

- » Communication exercises
- » Deepening experiences, practice and knowledge
- » Role plays and case simulations to practice without group pressure
- » Individual feedback to support self-reflection

Other learning methods

- » Metaphorical conflict analysis
- » Video-feedback

Module 1 (Ljubjana Wuestehube/ Dirk Splinter/ Christoph Luettmann)	5-9 March 2018	Basics of mediation and its multi-track character <ul style="list-style-type: none">» Process logic and conceptual basis of mediation» Comparison of third-party approaches, e.g. mediation, facilitation, and dialogue» Communication skills and tools in mediation» Introduction of the multi-track perspective» Introduction to omnipartial conflict analysis» Analysing our personal conflict biographies and the effects they have on our role as mediators
Module 2 (Christoph Luettmann, Ljubjana Wuestehube, Guenther Baechler)	11-15 June 2018	Peace Mediation in multi-party & political conflicts <ul style="list-style-type: none">» From mediation among individuals to mediation among groups and their representatives» Mediation process design» Role plays simulating multi-party mediation processes» Mediation practitioners' presentation» Multi-track mediation and its challenges in "the field"» Spectrum of mediation support approaches
Module 3 (Norbert Ropers, Dirk Splinter)	8-12 October 2018	Conflict-analysis and methods for multi-track interventions <ul style="list-style-type: none">» Dialogue facilitation and mediation – complementarities and synthesis» Settings for facilitation of dialogue and mediation with groups» Simulations of exemplary dialogue and mediation interventions» The role of non-verbal communication» Mediation simulation with video-feedback» Multi-track peace mediation and peace processes as collective learning processes

Organisers



Inmedio

inmedio is a mediation and consultancy institute founded in 1998. Today, the inmedio-group consists of inmedio berlin and inmedio Frankfurt. We conduct mediation in non-profit-organisations and businesses in Germany as well as mediations, dialogue-projects & trainings abroad, for NGOs and governmental actors in development cooperation, humanitarian aid, and peacebuilding. Over the course of the last 15 years, inmedio has trained about 900 professional mediators in 60 extended mediation-courses and surveyed more than 600 cases. Inmedio runs own projects and supports others' projects through training and consultation in Nepal, Ukraine, South Caucasus, Egypt, Ethiopia, and other countries. Publications, downloads, and references as well as a chronology of our mediation trainings can be found on www.inmedio-peace-consult.org or on facebook.

CSSP

CSSP – Berlin Center for Integrative Mediation is a registered, non-profit association in Berlin/Germany, founded in 2005 to draw lessons from the ten years work of the International Mediator in Bosnia and Herzegovina, Prof. Dr. Christian Schwarzschilding (1995 – 2004).

CSSP is operating on different tracks with politicians, community leaders and civil society focusing on peace mediation, dialogue facilitation and mediation support. CSSP recently worked in the Western Balkans, the MENA Region, Nepal, South Caucasus and Ukraine. CSSP works in mixed teams, one half being "outsider mediators" based in Berlin and the other half "insider mediators" from the countries where the mediation approaches are realised. For more information: www.cssp-mediation.org



inmedio and CSSP are members of the Initiative Mediation Support Germany (IMSD) advocating (along with the Berghof Foundation, ZIF – Center for international peace operations and cpm- center for peace mediation) for a more systematic use of mediation in German foreign policy in consultation with the German Federal Foreign Office and the German Bundestag. For more information see www.peace-mediation-germany.de.

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

Language of instruction

inmedio berlin, Holbeinstraße 33, 12203 Berlin

Course location

Costs for modules 1-3 amount to €2980. We offer a 200€ early registration discount that is valid until 1st November (December) 2017.

Costs

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

Registration

mpm@inmedio.de

inmedio Berlin: +49 [0] 30 - 45 49 04-00

CSSP: +49 [0] 30 - 40 00 65 10

Trainers

Christoph Luettmann (CSSP)

is a peace mediator, trainer and facilitator specialised on inter-community and political processes in transitional and conflict-affected regions. With a background in Political Science and Public Law he previously worked for the United Nations, the "Research Center 700 - Governance in Limited Statehood" and the Center for International Peace Operations (ZIF) in Berlin. Christoph is the managing director of CSSP and realised various mediation processes in the regions of the Western Balkan, South Asia, and Eastern Europe, for example "direct" facilitation of dialogue and mediation processes with groups in conflict, mediation support for insider mediators and international organisations, mediation in the context of access to justice and reduction of case-backloads in courts, support to state actors on regional dialogue as well as legal frameworks for mediation.

Dr. Norbert Ropers

Founding director of the Berghof Research Center for Conflict Studies 1993, from 2004 to 2011 co-director of the Berghof Foundation for Peace Support, 2012-2015 Programme Director at the Berghof Foundation. Since 2016 Senior Advisor at the Berghof Foundation. Political scientist, mediator, facilitator and trainer. During the 1970's and 1980's he was active in peace and conflict studies with a special interest in 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 Peacebuilders Platform in Southern Thailand. Currently director of the Peace Resource Collaborative (PRC), Prince of Songkla University, Bangkok and Pattani.

Dirk Splinter (Inmedio Berlin)

Certified mediator and mediation trainer (BM, BMWA) with more than 15 years of experience in the field. He has been co-directing inmedio berlin, institute for mediation, consulting, development since 2001. Dirk mediates in various contexts (community, business, INGOs) but also designs and implements conflict-management-systems for bigger organisations.

Furthermore, he provides mediation trainings for post-graduate programmes of different universities in Germany and Switzerland since 2002. He was/is involved in dialogue/capacity-building projects in Ukraine, Armenia, Egypt and Nepal among others. Dirk is a member of the Reflecting-on-Peace-Practices Learning community of CDA (Boston, MA) and the OSCE expert pool on mediation and dialogue facilitation.

Ljubjana Wuestehube (Inmedio Berlin)

Mediation trainer with 20 years of mediation experience, certified by the German and Austrian federal associations of mediators. She has been co-directing 200-hour-mediation-courses in cooperation with the Swiss Development Cooperation as well as the University of Applied Sciences of North-Western Switzerland for many years. In 1998, Ljubjana co-founded inmedio, institute for mediation, consulting, development. During the 1980's, she organised German-Soviet youth exchanges and developed a concept that combines peer-mediation with trauma-counselling for war refugees from the Balkans in the 1990's. Since then she gathered experience in Kosovo, Palestine/Israel, Sri Lanka, Egypt, Libya and Nepal among other countries.

Dr. Guenther Baechler (Guest lecturer in 2nd Module)

Ph.D. in Conflict Studies from the University of Bremen. Senior Research Fellow at the Institute of Peace Research and Security Studies at the University of Hamburg. Between 1988 and 2000 Director of the Swiss Peace Foundation. In 1996 trained in mediation and negotiation at the Harvard Negotiation Programme and at the JFK School of Government. In January 2001 Head of the newly established Conflict Prevention and Transformation Division, Swiss Agency for Development and Cooperation. In May 2005 appointed as Special Adviser for Peace Building in Nepal by the Swiss Foreign Ministry. In November 2007 he was nominated as a Senior Adviser for Peace Building in Darfur, Sudan. In September 2010 nominated as Ambassador Extraordinary and Plenipotentiary to Georgia. In 2016 he served as a Special Representative of the German Chairman in Office of the OSCE and in 2017 for the Austrian CIO of the OSCE for the South-Caucasus.

