

Multitrack Peace Mediation

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

September 2022 - April 2023



Course Overview

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 can easily be topped up in order to fulfil the requirements of the German Federal Association for Mediation (Bundesverband Mediation) or the German Mediation Law regarding a certification/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

... merging theory and practise

- » mix of theory focussed sessions and practical exercises
- » examples of cases from tracks 3-1
- » trainers and guest speakers sharing experience of cases

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

Benefits of the Course

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:** We are currently limiting the course to ten participants in order to allow the group and trainers to have a constructive atmosphere even if covid-measures might continue throughout the course period. We will increase the number of participants, if we assume the course could be realised without substantial influence by a continued pandemic. We are planning for in-presence-modules in Berlin but, if conditions would force us to, we are prepared to shift to online modules – based on our positive experience with interactive online-trainings including roleplays and other practical exercises.

Module 1: 5.-9. September 2022

Module 2: 16.-20. January 2023

Module 3: 24.-28. April 2023

Modules

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

Mediation and ...

- » 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.

*... Development Cooperation/
Humanitarian Aid*

... 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.

Target Group

The course addresses individuals that presently or in the future work in the areas of public or private diplomacy, development cooperation, humanitarian aid, civilian conflict resolution and peacebuilding 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 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

Organisers

inmedio peace consult



inmedio peace consult ggmbh is a non-profit consultancy and implementing organisation for mediation and dialogue projects. As the third member of the inmedio-group, the organisation can draw on a wealth of experience from twenty years working in the field of mediation and mediation training.

inmedio conducts mediation processes in non-profit-organisations, mediation-/dialogue-projects & trainings abroad for NGOs and governmental actors in development cooperation, humanitarian aid, and peacebuilding. In more than 80 extended mediation-courses inmedio has trained some 1500 professional mediators. With own projects and by supporting local initiatives through training and consultation, inmedio is active in Nepal, Ukraine, South Caucasus, Egypt, Ethiopia and other countries.

Publications, downloads, videos and references can be found on www.inmedio-peace-consult.org or on facebook.

CSSP



Berlin Center for
Integrative Mediation

CSSP – Berlin Center for Integrative Mediation is an NGO, registered in Germany, headquartered in Berlin, with local offices and founded in 2005 to draw lessons from the ten years' work of the International Mediator and OHR in Bosnia and Herzegovina, Prof. Dr. Christian Schwarz-Schilling

CSSP is operating mostly on tracks 2 with politicians, community leaders and civil society focusing on peace mediation, dialogue facilitation and mediation support. CSSP realised mediation and dialogue processes in the Western Balkans, the MENA Region, South Asia, South Caucasus and Eastern Europe. CSSP works in mixed teams, with "outsider mediators" based in Berlin and "insider mediators" from the countries where the mediation approaches are realised. For more information:

www.cssp-mediation.org
Berlin Center for Integrative Mediation

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-mediationgermany.de.

Content and Dates

<i>Module 1</i>	5 - 9 September 2022	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 omni-partial conflict analysis» Analysing own personal conflict biographies and the effects they have on our role as mediators
<i>Module 2</i>	16 – 20 January 2023	Peace Mediation in multi-party & political conflicts <ul style="list-style-type: none">» From mediation among individuals to mediation among groups and their representatives» Peace Mediation process phases, theory and practise» Role plays simulating multi- and intra-party mediation processes» Mediation practitioners' presentation» Multi-track mediation and its challenges in "the field"» Spectrum of mediation support approaches

Module 3 24 – 28 April
2023

Conflict-analysis and methods for multi-track interventions

- » 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

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

Costs

Costs for modules 1-3 amount to €3300.

Registration

Please send your CV and a short letter of motivation, outlining your plans and opportunities to apply mediations skills, by April 20th to:
info@inmedio-peace-consult.org

inmedio Berlin: +49 [0] 30 - 45 49 08 01
CSSP: +49 [0] 30 - 40 00 65 10

*Optional
module* 4 - 7 September
2023

Mediation and Law

In contrast to the other modules, this additional 4-day-seminar focuses on the legal and institutional frameworks for mediation, particularly in Germany. It complements the training in order to fulfil the requirements of the German mediation act, for those who want to practice in Germany, using the title 'certified mediator'. Upon request, international and peace dimensions of "mediation and law" can be an additional focus of this module.

Contents:

- » Legal framework for mediation in Germany and other countries
- » Provisions of the German Mediation Act
- » How to deal with legal aspects in mediation?
- » Institutional framework for mediation in Germany
- » Case-supervision
- » Optional: court-annex mediation in the context of peacebuilding and rule of law

Costs: €850

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.

Dirk Splinter (inmedio)

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)

Mediation trainer with more than 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, Libya and Nepal among other countries.

Guest Trainers

Dr. Guenther Baechler

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 Co-operation. 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.

From 2016 to 2018 he served as a Special Representative of the Chairman in Office of the OSCE for the South-Caucasus.

Simone Ceresa

is a jurist and certified mediator with over 12 years' experience in international conflict resolution. Before joining CSSP, has worked for the UNHCR, the European External Action Service and various international NGOs in Côte d'Ivoire, Senegal, Belgium, El Salvador, Georgia, Cameroon, Egypt, and the US, facilitating dialogue and providing political advice. He became CSSP Country Representative in Albania in 2018 and he is currently leading CSSP's mission in Kosovo.

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.

