



APPLIED CONFLICT TRANSFORMATION COURSE

SKILLS AND STRATEGIES FOR ENGAGING WITH CONFLICT

Lessons From Africa And Around The World

Duration:	24th – 28th October 2011
Location:	Johannesburg, South Africa
Language of facilitation:	English, with translation- Portuguese and French
Closing date for applications:	31st August 2011

ACTION for Conflict Transformation is a global network of individuals and organisations working for sustainable peace. In Africa the ACTION Support Centre, through its Skills and Strategies for Change programme aims to be a resource for African wisdom and expertise able to respond effectively to the deep-rooted social conflicts across the continent. It connects people working for peace and development, human rights and social transformation, in Anglophone, Lusophone and Francophone countries throughout Africa.

The Applied Conflict Transformation Course has been designed by a team of conflict and development specialists and aims to enhance and support the work of practitioners and policy makers affected by conflict and tension.

Specifically the course aims to:

- ◆ Explore why and how people organise and to share strategies for building networks and coordinating the programmes of different stakeholders
- ◆ Introduce tools and skills for analysing conflicts that can assist in identifying intervention strategies to reduce and prevent violence.
- ◆ Identify the origins and causes of new and ongoing conflicts in Africa and their links to continental and global factors
- ◆ Understanding the specific effects of conflict on men and women and exploring the gender aspects of conflict sensitivity
- ◆ Support and strengthen skills for facilitating dialogue, including communication and facilitation skills, negotiation, mediation and arbitration.
- ◆ Explore ways of providing support between practitioners and policy makers active in the field of Conflict Transformation and Development
- ◆ Develop strategies to train other people working for development, human rights and reconciliation in methods of transforming conflict and preventing violence as well as the monitoring and evaluation of these initiatives.
- ◆ Develop capacity within organizations for conflict sensitive planning and implementation of development, humanitarian and peace building programmes.
- ◆ Develop a vision for Africa that reflects African values and capacities for peace

Using Southern Africa as a regional case study, the course has been designed specifically for people who want to focus on conflict in Africa and connect this focus to the global context. The course will include an analysis of global events, as well as a focus on new forms of resistance and change and their implications for Southern Africa.

Participants should bring to the course case studies and examples of conflict transformation from their own experience and research. Throughout the course there is a strong focus on personal development and the need for individuals and organizations to form networks, coalitions and alliances with others working in similar fields. Participants who complete the training will receive the acclaimed Applied Conflict Transformation certificate.

Programme:

Day One: Introduction to Conflict Transformation

Conceptual framework- Conflict, Peace, Violence, Development
Understanding key concepts
Conflict
Developing a conceptual relationship model

Day Two: Working with Conflict

Approaches to intervention
Developing case studies and intervention opportunity
Facilitating dialogue, mediation, negotiation and arbitration
Advocacy, lobbying and campaigning
Integrating humanitarian assistance, development and peace building

Day Three: Social cohesion and relationship building

Reconciliation and reintegration (case study- the reintegration of ex-combatants in Southern Africa)
Facilitating dialogue, mediation, negotiation and arbitration
Processing Trauma
Faith, values and religion in Africa

Day Four: Conflict Intervention in Africa

Developing a peace architecture for Africa
Culture and tradition
Advocacy, lobbying and campaigning
New forms of struggle
Building an African Vision
Human rights, Peacebuilding and the African Charter

Day Five: Assessing impact and Mapping Outcomes

Early warning
Monitoring and Evaluation
Mainstreaming conflict sensitivity in project planning
Developing context specific action strategies

For organisations:

This course is aimed at exploring skills and strategies for engaging with conflict across Africa and around the world. It would also draw practical insights from people in acute conflict zones. Its enriching content will unpack a lot of skills and strategies that will inform the work that conflict practitioners are involved in.

It is therefore essential that organisations;

- Identify the areas of the course that will inform their work.
- Identify the participant's objectives for the course
- How will the participant use the learning obtained from this course in the organisation?
- How does the organisation propose to integrate the participant's learning and experience?

Facilitators:

Skilled ACTION members from the African continent will facilitate the course. ACTION facilitators take a participatory approach, emphasising experiential learning. Facilitators bring experience of living and working on conflict situations across the continent. The course process and content will be developed and adapted by the facilitators in-line with participants needs.

In addition to the full-time tutors, resource specialists from external institutions will conduct sessions on particular topics.

Participants:

The course is aimed particularly at:

- ◆ Development and relief workers operating in contexts of conflict and violence in Southern Africa.
- ◆ NGOs wanting to develop their programme beyond development and emergency relief to include advocacy, lobbying, peacebuilding and reconciliation.
- ◆ Peace and justice workers from religious institutions
- ◆ Human rights workers interested in Conflict Transformation.
- ◆ Those wanting to explore African cultural mechanisms for peace making.
- ◆ Governance institutions

We encourage people from Francophone and Lusophone countries to apply. While the course is conducted in English care will be taken not to disadvantage any language groups. Women are particularly encouraged to apply.

If you have special needs that you fear may affect your participation please let us know. Every effort will be made to accommodate these needs.

Numbers on each course are restricted. It is advisable to apply as soon as possible.

Course Fees:

Tuition fee:	\$1,500	
Accommodation, extra curricular activities and medical insurance:		\$1,000
Total fee:	\$2,500	

A non-refundable deposit of \$100 is required to secure a place upon acceptance.

Participants will need about \$300 to cover personal expenses within South Africa

It is the applicants' responsibility to ensure they have all necessary funds before travelling to South Africa.

Scholarships:

Limited funds are available to support those unable to raise the full fees. Scholarships will be awarded primarily on the basis of the context in which the applicant is working and their need for such training. Other factors taken into account include, prior experience, diversity of applicants (age, gender, nationality, experience etc) and the demonstrated commitment and motivation of applicants. Applicants for scholarships should complete section 4 of the application form as early as possible. This should include an explanation of why they require a partial scholarship and should list the other sources of funds they have approached. Participants should first seek funding from their employer, partner organisations or donors already familiar with their work. The ACTION Support Centre can offer advice to applicants on how to find alternative sources of funding.

For further information on ACTION and the Applied Conflict Transformation Course

ACTION Support Centre

Private Suite # 145, Private Bag X9, Melville, 2109, South Africa

www.asc.org.za