



## **APPLIED CONFLICT TRANSFORMATION COURSE**

### ***SKILLS AND STRATEGIES FOR ENGAGING WITH CONFLICT***

### ***Lessons from Africa and Around the World***

**Duration:** 5<sup>th</sup> to 9<sup>th</sup> March 2012  
**Location:** Johannesburg, South Africa  
**Language of facilitation:** English, with translation- Portuguese and French  
**Closing date for applications:** 3<sup>rd</sup> February 2012

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.

Following the success of our October course the Applied Conflict Transformation Course has been reworked to incorporate some of the suggestions made by the dynamic team of participants. A selection of comments received from the group has been pasted below. The 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.

The workshop approach to learning uses a fine balance of pedagogical methods that includes analysis from specialist resource people, inputs on critical conflict issues facing the continent, conceptual frameworks, detailed case studies and creative participatory exercises.

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 examples from across the continent 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 and beyond. The workshop includes field visits to the Apartheid Museum and Constitution Hill.

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:**

*The final programme will be developed in line with the specific needs and interests of selected participants*

***Day One: Introduction to Conflict Transformation***

Conceptual framework- Conflict, Peace, Violence, Development  
 Understanding key concepts  
 Theoretical paradigms and Conflict Transformation in practice  
 Culture and identity  
 Conflict Analysis

***Day Two: Working with Conflict***

Approaches to intervention  
 The African Political Economy  
 Developing case studies and intervention opportunity  
 Integrating humanitarian assistance, development and peace building

***Day Three: Social cohesion and relationship building***

Land and natural resource conflict  
 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  
 Facilitating dialogue, mediation, negotiation and arbitration  
 Reconciliation and reintegration  
 Advocacy, lobbying and campaigning  
 New forms of struggle  
 Building an African Vision

## ***Day Five: Assessing impact and Mapping Outcomes***

Human rights, Peacebuilding and the African Charter  
Collaborative partnerships, networking, coalitions and alliances  
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 \$500 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**

Please contact Richard Smith at [richard@asc.org.za](mailto:richard@asc.org.za) and Rindai Chekerwa [rindai@asc.org.za](mailto:rindai@asc.org.za)

### **Evaluative comments from the October course:**

*I feel a new sense of passion to continue contributing to the transformation of conflict. The networks made between the groups are exciting as well – there is so much potential for positive change and I want to become more involved.*

*This course has had a significant impact in shaping my approach to conflict related issues. It has challenged my traditional approach and view in a positive way.*

*I just want to thank the Organisers for taking us on a journey of self-exploration. I don't think I have ever expressed my views, attitudes and assumptions quite as much as I have over the past five days. I came here to learn a set of skills and strategies instead I will leave with a deeper understanding of my passions and where I can make my contribution in this world.*

*Each morning and afternoon was so well thought through and adapted to the holistic needs of the group. Your facilitation and reflective listening skills are in, and of, themselves hugely valuable learning tools (to which I aspire to). It has been a truly unique experience – learning and challenging each other to consider different lenses! Using colour, music, imagery, academia and group work to explore conflict and processes for moving beyond it. Fantastic.*