

ANTI-BIAS AND SOCIAL INCLUSION

Participants are able to

- reflect upon and express their own role in processes of exclusion and inclusion at personal, interpersonal and structural levels in a global context;
- critically reflect on the role of prejudices, power inequalities and ideologies in peace work and to begin to develop strategies to counter their negative effects;
- explain and build upon the anti-bias and social inclusion approach in their own work context.

Peace Work aims at establishing and nurturing inclusive societies that provide equal access to social, political and economic resources to all – irrespective of their ethnic origin, age, gender, physical or mental condition, religious background, sexual orientation, etc. The training introduces the concepts of Anti-Bias and Social Inclusion. It aims at strengthening respect for diversity and creating awareness for discrimination and social exclusion.

Participants will reflect how they themselves are involved and/or affected by the social/global power relations. They will learn how to initiate processes of prejudice awareness that motivate and equip individuals, groups and institutions to critically confront their discriminatory attitudes and actions, and thus develop sustainable empowering structures.

Trainers: Cvetka Bovha, Prasad Reddy

Date: 28 October–01 November 2019

***CVETKA BOVHA** is a trainer in the Anti-Bias approach. She accompanies schools in the process of inclusion and facilitates programmes of international exchange and volunteer services.*

***PRASAD REDDY** is a certified social inclusion and diversity trainer in the non-profit sector with vast international experience. He is the coordinator of the research, training and consultancy network Global Skills for Change in Bonn.*

NONVIOLENT CONFLICT TRANSFORMATION

Participants are able to

- to understand the approach of nonviolent conflict transformation
- to identify and understand the need for nonviolent action to confront injustices
- to gain an overview of the wide range of nonviolent means

Peace work is often associated with “classic” peacemaking approaches like negotiations and mediation. Such methods can lead to sustainable solutions and a de-escalation of conflict. However, in order for them to be successful, there has to be a certain degree of power balance between parties and awareness for the root causes of conflict. To create such pre-conditions, nonviolent direct action can be a tool to raise awareness, mobilise people and confront injustice.

The training addresses people who are or want to become peace or movement workers. Participants will study the basic concepts of nonviolent conflict transformation based on Diana Francis, including definitions of violence and peace by Johan Galtung as well as means of nonviolent action as described by Gene Sharp and others.

Trainers: Jochen Neumann, Laura Weber

Date: 04–08 November 2019

***JOCHEN NEUMANN** is a trainer in nonviolent conflict transformation and director of KURVE Wustrow. He worked on mediation and reconciliation in South Africa and implemented „do no harm“ at a human rights organisation.*

***LAURA WEBER** is a trainer in nonviolent conflict transformation and leadership skills for youths. She works as peacebuilding coordinator for Nepal and Sri Lanka at KURVE Wustrow.*

PROJECT MANAGEMENT

Participants are able to

- assess the strengths and weaknesses of selected project management approaches and tools
- select the relevant and appropriate tools for their project context
- apply key elements of selected project management tools

Peace work needs proper planning, monitoring and evaluation in order to be able to contribute positively towards conflict transformation. In this training we will deal with questions about effective ways to promote peace and respective tools are offered to find valid answers. These approaches and tools range from Outcome Mapping to “Do no harm” and “Reflecting on Peace Practice”.

Participants will gain insights into selected tools and have the opportunity to apply these tools to their own projects and/or case studies. Participants will assess the strengths and weaknesses of these tools in order to choose and adapt the right tools for managing their peace projects.

The training is relevant for all who intend to engage in or are already in a position to coordinate peace projects.

Trainers: Gesa Bent, Jochen Neumann

Date: 11–15 November 2019

***GESA BENT** is a trainer and moderator working to create learning spaces for civil society organisations, movements and networks. Her focus is on strategy design, project management and international advocacy, combined with extensive experience in the field of gender, peace and security.*

***JOCHEN NEUMANN** is a trainer in nonviolent conflict transformation and director of KURVE Wustrow. He worked on mediation and reconciliation in South Africa and implemented „do no harm“ at a human rights organisation.*

GENERAL INFORMATION

The trainings take place at the training centre of KURVE Wustrow in the Wendland region, in the North of Germany close to Hamburg and Hannover.

Each training lasts five days, from Monday 12:30 h until Friday 13:00 h. The trainings are held in English and are open to international participants.

Participation fee:

1.500,- Euro for organisations

1.000,- Euro for single persons

750,- Euro reduced fee for individuals (on enquiry)

The fee includes training material, vegetarian food and lodging in dormitory style. If lack of funds is an obstacle to your participation, please let us know. Depending on availability of funds, we may be able to offer reductions on the participation fee.

Applications should reach us as soon as possible, for participants in need of a visa or financial support the latest by 12 June 2019, for those without visa requirement the latest by 11 August 2019.

Please use the application form on our website:

<https://kurviewustrow.civiservice.de/civicrm/event/info?reset=1&id=44>

or contact our training unit: **pt@kurviewustrow.org**

Supported by



KURVE Wustrow

Kirchstraße 14 | 29462 Wustrow (Germany)
Phone: +49 (0) 5 843 / 98 710 | Fax: +49 (0) 5 843 / 987 111
info@kurviewustrow.org | www.kurviewustrow.org

Account for donations:

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PRACTITIONER TRAININGS

FOR NONVIOLENT CONFLICT TRANSFORMATION

September–November 2019
7 weeks – 7 different topics
individually bookable

STRATEGISING NONVIOLENT CHANGE FOR SOCIAL MOVEMENTS

Participants are able

- apply selected tools for the analysis of the dynamics of nonviolent social conflict in their own contexts;
- think more strategically, i.e. formulating goals, steps and demands of nonviolent social movements;
- reflect and more systematically manage risks and opportunities.

From Gandhi to the ‘Arab Spring’, from the anti-nuclear movement to the struggle for ... The training will offer a “guided tour” through cycles and dynamics of strategising processes in nonviolent movements. We will use a variety of practice-oriented analytical and strategic tools, with many application exercises on participants’ own case studies.

Coaching elements will be used to tailor the trainings to the needs and interests of the participants, so that they will leave with a practical toolkit for further action. Special emphasis will be given to not just develop grand plans, but to deal with chaos and risks, opportunities and repression, and how to build strategic alliances, in order to turn inevitable failures and shortcomings into long lasting success.

Trainers: Mai Ali, Thimna Bunte

Date: 30 September–04 October 2019

MAI ALI is a trainer for nonviolence and digital security, a human rights defender and computer engineer. Originally from Omdurman, Sudan, she is currently living in Berlin. She is active for just peace and human rights in Sudan as well as for refugee rights in Germany and Europe.

THIMNA BUNTE is a former civil peace worker for KURVE Wustrow in Palestine. She accompanies, advises and trains actors and initiatives of nonviolent resistance and conflict transformation.

COUNSELLING IN TRAUMA AND STRESS

Participants are able

- assess the effects of traumatic events and adequate responses;
- reflect upon their own role as the counselling person;
- take care of their own needs as caregiver.

Understanding the emotional effects of conflicts and disasters on their victims and responding to the victims’ needs are crucial capacities for peace workers and staff of NGOs working in conflict areas and disaster situations.

In this training you will get familiar with the emotional responses to traumatic events, effects of traumatic events on specific vulnerable groups and the social impacts of trauma. Further, the role of the counselling person and the work with victims will be explored and special attention is given to the needs of the caregiver.

This training course addresses staff of NGOs and peace workers who experience or need to assist in traumatic and stressful situations within their work.

Trainers: Ruth Mischnick

Date: 07–11 October 2019

RUTH MISCHNICK studied law and psychology before she worked in crisis and conflict areas. Her focus is on nonviolent conflict transformation and trauma work. She teaches mediation at a university in Vienna.-



SECURITY MANAGEMENT

Participants are able to

- apply a security management framework and so advance organizational security management;
- apply selected risk and context analysis tools and develop security guidelines.

Peace workers face threats not only because of where they work but also because of what type of work they do. This training aims at proactively managing security on an organisational level while touching aspects of personal security. Therefore coordination or management level staff of NGOs and others who are responsible for security of fieldworkers or activists will benefit most.

The training is structured alongside a security management framework that can also be used for advancing organisational security later on. We work with inputs, examples, exercises and small group work. The training also includes a crisis management simulation and smaller roleplays. The training will focus on creating policies, programmes and practices that make peace work and activism safer.

Trainers: Tanya Spencer

Date: 14–18 October 2019

TANYA SPENCER is a human rights monitor and conflict transformation trainer working in hostile environments. These experiences led her into security training which give participants the knowledge and skills to feel and be safer.

MANAGING TEAMS AND ORGANISATIONS

Participants are able to

- to understand how external conditions impact on internal dynamics of an organisation
- to engage in and facilitate change processes within teams or organisations
- to reflect their own role within the organisational context

Organisations working in conflict zones are often faced with specific challenges like rapidly changing environments. Often they experience tensions between a strong obligation and commitment towards assisting communities in distress and on the other hand of complying with standards of professional organisations as also demanded by international donors.

The seminar introduces key concepts of organisational development and the facilitation of change processes in organisations or teams. Participants will be introduced to analytical and strategic tools as well as methods to support change processes like facilitating larger groups, group dynamics or phases in organisational development. The training addresses staff with internal advisory functions or who are involved in internal development processes.

Trainers: Christian Baier, Joana Ebbinghaus

Date: 21–25 October 2019

CHRISTIAN BAIER is a partner in and CEO of the Berlin-based SOCIUS Organisational Development Consultancy. He works as trainer and consultant in the fields of organisational development, project management and participatory processes. During the last 15 years he has acquired international working experience in Western and Northern Africa, the Baltic States and the USA.

JOANA EBBINGHAUS is a consultant/trainer and member of SOCIUS Organisational Development Consultancy. She has 15 years of experience in the field of international cooperation, project management and organisational development, 13 years of which in Asia. As a trainer, she has designed and delivered trainings on different topics including process moderation, project management and organisational development.