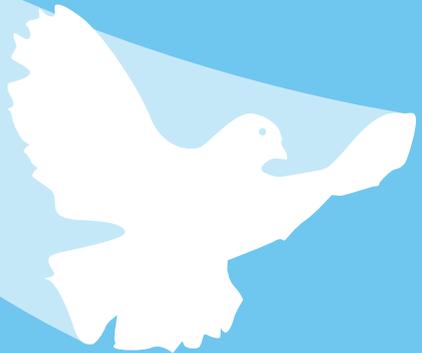


# Multitrack Peace Mediation

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

February - September 2019



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

##### **... 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

#### **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.

**Co-training:** Groups larger than 10 participants will benefit from the expertise of two trainers in each module, who also provide learning support, experiences, and serve as role models of co-mediation/co-facilitation. Maximum group size: 18 participants.

### *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.

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.

### *Multi-track*

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:

### *Didactics*

- » Knowledge about methods and techniques for dialogue and mediation
- » Context analysis / process design / strategic considerations
- » Self-reflexion of the mediator as an essential factor for successful mediation.

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.

### *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.

Module 1 25 February-  
(Ljubjana 1 March  
Wuestehube/ 2019  
Dirk Splinter/  
Christoph  
Luettmann)

**Basics of mediation and its multi-track character**

- » 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 personal conflict biographies and the effects they have on one's professional role as mediator

Module 2 20 – 24 May  
(Christoph 2019  
Luettmann,  
Dirk Splinter  
Guenther  
Baechler)

**Peace Mediation in multi-party & political conflicts**

- » 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
- » Multitrack Peace Mediation and its challenges in "the field"
- » Spectrum of mediation support approaches

Module 3 9 – 13  
(Norbert 9 September  
Ropers, 2019  
Ljubjana  
Wuestehube)

**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
- » Multitrack Peace Mediation mediation and peace processes as collective learning processes

**Short presentations**

- » Introduction of new contents
- » Discussions

**Real life case exercises**

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

**Small group exercises**

- » Training of communication techniques
- » Transfer of experience, 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



**Inmedio**

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 2017 founded 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 70 extended mediation-courses inmedio has trained more than 1000 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](http://www.inmedio-peace-consult.org)

**CSSP**

CSSP - Berlin Center for Integrative Mediation is a non-profit NGO, registered in Germany, headquartered in Berlin with local offices. It was founded in 2005 to draw lessons from the ten years work of the International Mediator in Bosnia Herzegovina, Prof. Dr. Christian Schwarz-Schilling (1995 - 2004). CSSP is operating on tracks 1,5 – 3 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, 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](http://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](http://www.peace-mediation-germany.de)*



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

**inmedio peace consult, Holbeinstraße 33, 12203 Berlin**

Costs for modules 1-3 amount to €2980. We offer a 200€ early registration discount that is valid until 1st of October 2018.

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

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

**Optional module: 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

Dates: 14 - 17 January 2020

Costs: 840€ (10% early bird discount until 1st July 2019)

Depending on the number of participants, this training will be run with one or two trainers.

*Language of instruction*

*Course location*

*Costs*

*Registration*

### **Christoph Luettmann (CSSP)**

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 peace consult)**

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 peace consult)**

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-mediationcourses 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 peermediation 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.

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

