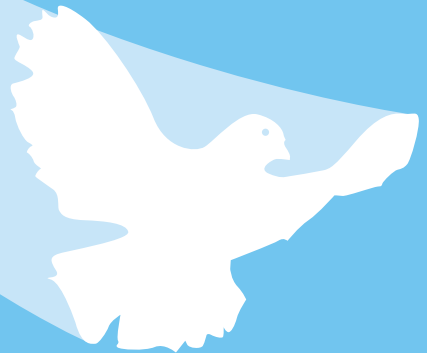


In diesem Durchgang Kurs-  
sprache überwiegend Deutsch.

# Multitrack Peace Mediation

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

November 2024 - June 2025



## *Course Overview*

This course covers the core content of a general mediation training, while focusing on the fields of peacebuilding and development cooperation. It can easily be topped up in order to fulfil the requirements of the German Mediation Law regarding.

### **Methodology ...**

#### **... technical training**

- » Process design and logic of mediation and dialogue
- » 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 and dialogue facilitation

#### **... 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:** The course group will have a maximum of 14 participants and will be run partly in team-teaching in order to ensure intense and highly interactive learning.

Module 1: 4.-8. November 2024

Module 2: 17.-21. February 2025

Module 3: 16.-20. Juni 2025

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

- » 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.
- » Inclusive and omni-partial strategies of intervention need to be translated into concrete actions.
- » Successful interventions require complex mediation processes (mediation and mediation support).

*Benefits of the Course*

*Modules*

*Mediation and ...*

*... Development Cooperation/  
Humanitarian Aid*

*... and Peacebuilding*

- » 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 currently 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 career perspective as mediator, in combination with the optional module 4, this course fulfils the requirements for the training according to the German Mediation Law.

## *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

## *Content and Dates*

- Module 1* 4. – 8. November 2024 **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 and dialogue
  - » 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
- Module 2* 17. – 21. February 2025 **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
  - » Multi-track mediation and its challenges in "the field"
  - » Spectrum of mediation support approaches

*Module 3* 16. – 20. Juni  
2025

## **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 German in case that all trainers, guest speakers and participants are fluent in German (approximately two thirds of the training days), otherwise in English.

### *Course location*

inmedio peace consult, Holbeinstraße 33, 12203 Berlin  
and  
CSSP, Großbeerenstr 13A, 10963 Berlin

### *Costs*

Costs for modules 1-3 amount to €3540.

### *Registration*

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

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

### *Organisers*

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 <https://www.friedensmediation-deutschland.de/home-en>.

*Optional  
module*

3. – 6. November  
2025

plus 1,5 days online  
(dates to be coordi-  
nated flexibly with  
course group)

**Mediation and Law/online mediation**

In contrast to the other modules, this additional 5-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
- » online mediation
- » Case-supervision
- » Optional: court-annex mediation in the context of peacebuilding and rule of law

Costs: €1090



## Organisers

*inmedio peace  
consult*



inmedio peace consult gmbh 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 25 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 90 extended mediation-courses inmedio has trained some 1700 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) 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. CSSP is a member of the global Mediation Support Network, MSN. For more information:

[www.cssp-mediation.org](http://www.cssp-mediation.org)  
Berlin Center for Integrative Mediation

## *Trainers*

### *Christoph Luettmann (CSSP)*

is a peace mediator, trainer and facilitator specialised on inter-community and political processes in 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, always in mixed insider-outsider mediator teams. He is a members of the OSCE expert pool on mediation and dialogue facilitation, the Mediation Support Network and the Steering Committees of the European Peacebuilding Liaison Office and the EU Community of Practise on Peace Mediation.

### *Dirk Splinter (inmedio)*

Certified mediator and mediation trainer (German Mediators’ Association, BM) with more than 25 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 30 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*

### *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 CSSPs's mission in Kosovo.

### *Dr. Georg Albers*

works as a Professor for Political Science/Social Work at the Cath. University of Applied Sciences NRW in Münster, Germany. As a scholar and practitioner he has been focussing on conflict resolution, mediation, dialogue, social cohesion and civil society. Linking his academic work with assignments in the field, he has been deployed over the last years as a Dialogue Facilitator for the Special Monitoring Mission (SMM) of the OSCE in Ukraine, as a Political Adviser for the EU Monitoring Mission (EUMM) in Georgia and as a Mediation Adviser for the External Action Service of the European Union in Brussels. Georg has long-time experience in capacity-building, training and dialogue related projects, in particular in Eastern Europe and the Caucasus. He holds a doctorate in conflict management, is political scientist and social worker by education and a trained mediator.

### *Dr. Christina Horváth-Stenner*

is a senior peace mediation expert with a specialization in economic issues, process design, and technical negotiating skills. She serves as Mediation Support Officer at the OSCE in Vienna since 2015, supporting the Transdnestrian settlement process, the former Trilateral Contact Group and wider peace efforts in Ukraine, and OSCE's dialogue engagements in South Eastern Europe. Previously, Horváth-Stenner worked for the UNHCR in Bosnia & Herzegovina as well as the OSCE Mission to Serbia. Before that, Horváth-Stenner worked at CSSP, heading mediation projects in Egypt and implementing mediation projects in the Balkans. She is a certified mediator and holds a Master Mediation in Peace Processes by the ETH Zurich as well as a Master in Economics. She speaks English, Japanese and French. She co-founded the Women Peace Mediator Network Germany ([www.wpm-germany.de](http://www.wpm-germany.de)).

