

**International Summer Academy in
Peacebuilding, Mediation, Intercultural Dialogue & Justice**

Baar, Switzerland

**I Summer Academy: 7 - 17 August, 2015
II Summer Academy: 17 - 27 August, 2015**

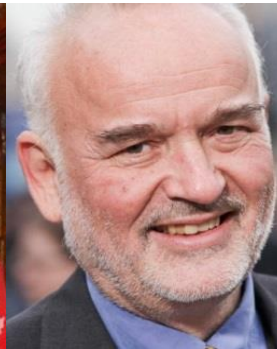
Experts & Topics



Marc Finaud
Switzerland



Ivan Gyozo Somlai
Canada



Dr. Peter Adler
Austria



Joe Gerada
Malta



Edit Komlósi
Hungary



Aleksandar Weisner
Serbia



Prof. Dr. Irena Zaleskiene
Lithuania



Dr. Alicia Cabezudo
Spain

1. Marc Finaud is a former French diplomat with experience in bilateral and multilateral diplomacy who has been sharing it in training junior diplomats from all over the world and conducting research in sensitive areas such as arms proliferation, the Middle East, terrorism, peacebuilding, media relations, etc.

Topics for I Summer Academy: 7 - 17 August, 2015 (2 Days):

- Arms Control and Disarmament
- The Middle East Peace Process
- Media and International Security (Exercise)

Topics for II Summer Academy: 17 - 27 August, 2015 (2 Days):

- Understanding Security Sector Reform
- Multilateral Diplomacy: Processes, Techniques and Strategy
- The UN Peacebuilding Commission
- Prioritizing Responses to Security Threats (Exercise)

Brief Description of the Topics

A look at world challenges through the lens both of state and non-state actors as well as cooperative and multilateral responses to improve both national and human security.

2. Ivan Gyozo Somlai, MA, CIM: Ivan's strengths and contributions related to this Academy are highlighted by his full time, first-hand experience of risk, conflict and disaster in the field and their relation to development work with NGOs, governments, parastatal institutions and civil society; as well as being an election observer for the OSCE. His intimate experience in diverse political systems and culture-religious environments as participant and advisor have enabled his design of related governance manuals and follow-up training of field staff. Ivan has served on National Disaster Committees in Nepal and Pakistan, the latter being where he spearheaded a flood relief and rehabilitation effort in 12 Districts from August 2010 to March 2011. He has been an advisor between insurgents and the Prime Minister's office.

His direct conflict-related experience has included, inter alia, Hungary, Russia and Slovakia in Europe; Nicaragua in Central America; Bangladesh, Indonesia, Mongolia, Nepal, North Korea and Pakistan in Asia. Ivan has lectured on and authored many insightful pieces on insurgencies, social justice and culture at universities globally, has been on the Programme Committee and Faculty at McGill University's Disaster & Humanitarian Response Training Programme, and consulted in security analysis and management in the field (e.g. in Nepal & Pakistan).

Topics for I Summer Academy: 7 - 17 August, 2015 (2 Days):

Day 1:

Developing Trust in Volatile Environments

Day 2:

- Morning Workshop: "Extractive Industries and Conflict"

- Afternoon Workshop: "Transition from Humanitarian Rescue & Relief to Effective Development"

Brief Description of the Topics

- "Developing Trust in Volatile Environments":

Contributing factors to insurgency development; hidden and visible insurgents; challenges in working with and among insurgent groups and societies where gender and religious mores are most sensitive.

- "Extractive Industries and Conflict":

Overview of the realities of large extractive industries and their interactions with government and communities. Aspects touched on include ownership, environment, governance, ethnic and social tensions - aspects which find resonance across the globe in similar contexts.

- "Transition from Humanitarian Rescue & Relief to Development"

We discuss ideas on early preparedness in disaster-prone areas where organized help may be unavailable, uncoordinated or insufficient; as well as workable ideas for how to effectively proceed with rebuilding and development in disaster areas.

3. Dr. Peter Adler is a University lecturer since 1978. Mediator since 2004, bureau with 7 professional mediators. Founder of the association of mediators with disabled people. Co-Founder of Mediation-Classes for law students on the University of Vienna. Member of the group of mediators, who collaborate with the civil courts in Austria.

Topics for II Summer Academy: 17 - 27 August, 2015 (2 Days):

Day 1: Mediation

Day 2: Bringing Conflicts from Court to Mediation

Brief Description of the Topics

- System and goals of court jurisdiction
- Roles of lawyers, judges, parties and mediators
- Different laws in different countries about collaborating with mediation
- Do lawyers like mediation?
- Experiences from Italy
- Experiences from Austria
- Group Work
- Role playing games

4. Joe Gerada is Management Consultant and Trainer, trained at Cranfield College UK and School of Management Singapore. He is a certified trainer by the Chartered Institute for People Management UK. He obtained his Masters degree in Mediation from IUKB Swiss and practices Mediation internationally. He is a former President of the Social Cohesion Committee of the Council of Europe and currently served as the President of the Foundation for Social Welfare Services in Malta.

Topics for II Summer Academy: 17 - 27 August, 2015 (2 Days):

Day 1: Diversity a value that needs managing

Understanding Diversity and Diversity Management

Aim

- To develop an understanding of diversity and diversity management
- To illustrate the need for strategies to address diversity in the workplace

Objectives

- Identify factors at work in intercultural exchanges
- Awareness of prejudices
- Identify dimension of diversity
- Define diversity management

Demonstrating the Need for Strategic initiatives

Aim

- To illustrate the role of culture in the way we perceive others
- To make the case for developing strategic initiatives in diversity management
- To develop a working definition of diversity management

Objectives

- Identify components of culture
- Awareness of the impact of diversity on organisations
- Identify and discuss skills of competent diversity manager
- Locate organisations of the cultural competence continuum
- Develop guidelines for organisations to become diversity-friendly

Developing Diversity Policies and Strategies

Aim

- Introducing Hofstede's & Trompenaars' Cultural dimensions
- To show relevance of cultural dimensions to workplace diversity
- To identify components of diversity policy for organisations
- To show how diversity knowledge can be used to develop diversity policies for organisations

Objectives

- Know Hofstede's & Trompenaars' cultural dimensions
- Apply cultural dimensions to workplace diversity
- Identify components of diversity policy for organisations
- Apply diversity knowledge to developing diversity policies for your organisation
- Identify issues of diversity affecting hiring policies and practices in your organisation
- Awareness of the implications of diversity in your sector or market
- Identify ways that a diverse workforce can make an impact on your services

Day 2: Are you a Natural Negotiator?

1. General Introductory skills

Aim: To highlight the skills that one needs to develop in order to become a natural negotiator.

Objectives

- To understand the skills you need to succeed
- To assess your interpersonal skills appraisal
- Understand how to Get closer to the outcome you want
- How to triggering the response you want

2. Negotiating Successfully

Aim: To learn how to structure your approach to successful negotiations.

Objectives

- Learning the basic principles of Negotiating successfully
- Assessing where you stand regarding your negotiating skills
- How to Increase your bargaining power
- Getting used to trading through practice
- Understanding how to use a cost-value matrix
- Understanding and resisting manipulative negotiators

3. Influencing as a way of life

Aim: To demonstrate that influencing is a way of doing things as opposed to a skill that you draw on when needed.

Objectives

- Understanding basic Influencing skills
- The role of body language in negotiations
- Understand how to building rapport quickly and easily
- Understand how to use Subtle influencing in spoken and written communication
- Learning how Avoiding inadvertent irritators

4. Persuading in style

Aim: Persuading builds on good influencing and can be done in style that gets you results

Objectives

- To assess where you stand on the ability to persuade
- Learn how to use effective probing
- Understand the effect of the persuasive funnel
- Learn to use the right words and its effect during negotiations
- Assess your assertiveness through self appraisal
- Understanding the effect of assertive behaviour
- Evaluate some assertive tools

5. Dr. Alicia Cabezudo is a Professor Emeritus at the School of Education - University of Rosario / Argentina and at the UNESCO CHAIR on Culture of Peace and Human Rights - University of Buenos Aires/Argentina. Think Tank Member of the North-South Centre of the Council of Europe and Consultant on Global Education and Citizenship Education of the North South Centre and the UNESCO. Vice-President of the International Peace Bureau - IPB - Geneva. She is University and College Professor on Peace Education, Culture of Peace, Democracy / Citizenship and Human Rights.

Her work is rooted in the field of Peace Education, Citizenship, Democracy and Human Rights with a wide teaching experience in Latin American universities and local government public policy Consultancy. Actually teaching as Visiting Professor at the MA in Peace Education- University of Peace / Costa Rica; at the MA on Development, Conflict and Peace - University Jaume I - Castellon and the School of Education - University of Barcelona in Spain.

Also teaching at the Universitat Oberta de Catalunya (Barcelona) as Faculty of the Department Campus for Peace. In the last six years she was invited to teach Culture of Peace Summer Courses to Arab attendants at the Institute of Peace Studies in the Bibliotheca Alexandrina, Egypt . She is Visiting Professor in many universities of Latin America and Europe and recently pointed as Faculty of a new program on Peace Education and Democracy in Jeju University, South Korea. Mrs Cabezudo was pointed to be Expert Consultant of the Anna Lindh Foundation (Stockholm - Alexandria) and she is Coordinator of a Social Education Research in Egypt and North African countries launched by the Catalan Centre for Research in Conflictology - CREC - at the Universitat Oberta de Catalunya / Barcelona, Spain She is author of various books, publications and research articles in her specific expertise and education field.

Topics for I Summer Academy: 7 - 17 August, 2015 (2 Days):

- Constructing Culture of Peace and Dialogue by Peaceful Means. The Foundation of the Field.
- Conflict Resolution / Conflict Transformation. Models and sampling.
- The Power of Dialogue when constructing Culture of Peace.
- Peace-building and Peace Education. Their application as tools for change.
- Analysis of the most relevant international documents for working in and constructing Culture of Peace.

General Objective of the Class

This Class attempts to inspire learners to actively pursue the transformation of the present culture of violence through considerations of alternatives in accordance to the present Culture of Peace framework, conflict transformation strategies and dialogue conceptual knowledge. Peace-building process and Peace Education contents & methodology will be taught as useful tools for achieving non violent behaviors and practices. The reading and study of the most relevant international documents related to the construction of Culture of Peace will be developed for further on-field applications in specific situations.

Brief Description of the Topics

Constructing Culture of Peace and Dialogue by Peaceful Means. The Foundations of the Field.

- Core Concepts: Negative Peace / Positive Peace/ Culture of Peace.
- Violence and Conflict. Types.
- Non Violent theories - Non Violent Movements and Alternatives. Sampling.

Conflict Resolution / Conflict Transformation

- Conflict Transformation Framework and Action analysis. Strategies and Skills .Types.
- From conflict reproduction to conflict transformation. Practical applications.

The Power of Dialogue when constructing Culture of Peace.

- Intercultural and Interfaith Dialogue. Framework and concrete practices. Sampling
- Methodology, strategies, skills, tools and resources.

Peace-building and Peace Education. Their application as tools for change.

- The different steps in the process of Peace-building. Analysis and possible outcomes.
- Models, strategies and sample cases in different countries and geo-political situations.
- Peace Education in theory and practice. Historical perspective. Present development
- The three golden variables in Peace Education; contextual conditions, contents and methodology.

Analysis of the most relevant international documents for working in AND constructing Culture of Peace.

- Reading and critical analysis of the Manifesto of Seville (1987). Main concepts. New perspectives.
- Reading and critical analysis of the UN Resolution A/53/Oct 1999 Declaration and Programme on the UN Decade for a Culture of Peace . Main proposals. Practical Agenda. Implementation.
- Selection of national documents by course participants where peace concepts and/or Culture of Peace framework were reflected (chosen by each student)

Wrapping up the contents of two days classes.

- How will you build CULTURE OF PEACE using and applying all this learnings?
- Summary and conclusion.
- Envisioned activities and futures on these themes.
- On going reflections.

Teaching and Learning Methods

- Lectures
- Dialogue and exchange within course attendants and with the Instructor.
- Comments and discussions on lectures and power point presentations
- Individual a/o group written work: summaries, opinions, analysis .
- Brief individual expositions on new ideas, comments and alternatives
- Exercises (e.g. case studies, critical incidents, simulations, international practices)
- Role playing and cooperative games.

- Critical analysis of documents, newspapers, tables, templates & matrix, media resources, on-field testimonies & brief interviews.
- Non-traditional dynamics applied in active small groups

6. Aleksandar Weisner is a Ph.D. candidate, Peace Study, Human Rights and Human Security (European Centre for Peace and Development/University for Peace UN); M.Sc., Conflict Study (Faculty for Media and Communication); MA, Strategy and Methods for Social Change (Faculty for Political Science. International trainer for peace education, intercultural learning and conflict transformation. School Without Violence - director. Founder member, president and coordinator of Pancevo Peace Movement (1991-2006, Yugoslavia/Serbia).

Topic for I Summer Academy: 7 - 17 August, 2015 (1 Day):

- Systematic Approach to Interpersonal Conflict Transformation (SAICT)

Topic for II Summer Academy: 17 - 27 August, 2015 (1 Day):

- Integrative Approach to Strategic Peacebuilding and Social Change (IASP)

Brief Description of the Topics

- SAICT means to understand and to use personal identity and integrity as fundament for intrapersonal and interpersonal conflict transformation and how (dis)Obedience, Values and Attitudes, Needs and Motives, as key elements in a communication, can be potential for constructive transformation and development.
- IASP is about critical reflection on actual Peace-building strategies and innovative model for social development in a post-conflict societies; it is also about how to create infrastructure for social mediation.

7. Edit Komlósi is a full-time lecturer at the University of Pannonia in Veszprém, Hungary receiving her MA in English and American Language and Literature (2001) and the MSc in Manager Expert Engineering Human Resources (2009). She was involved in multicultural education in Birmingham, UK between 2000-2001. She is also an ESP teacher specialised in Business and English for Tourism and Catering and developed course materials and wrote a book in this field entitled Test on European Tourism and Business in English (2005, Kredit). Between 2005-2008 she was an International Relation Officer of The International Association of English as a Foreign Language-Hungary (non-profit organisation). Since September 2008 She is leader lecturer of the following courses: Comprehensive Business Studies, Improving Negotiation and Presentation Skills, Business Communication and International Business Communication in Hungarian and English. She started her PhD studies in 2010 at the University of Derby, UK. The research focuses on relationship between hotel functional managers' trait emotional intelligence and their task and contextual performance within organisational culture. As a visiting lecturer she has experience in lecturing and giving seminars internationally and has close working and research tights with the University of Fontys in the Netherlands and the University of Derby in the UK. Edit is also a practising wellness and life trainer and an ontological coach emphasising the triangulation of body-mind and soul.

Topics for II Summer Academy: 17 - 27 August, 2015 (2 Days):

- **Day 1** Mediation, ontological approach and emotional intelligence
- **Day 2** Intercultural dialogue within generations, FOMO and the role of social media

Brief Description of the Topics

Day 1 Mediation: psychological aspects of mediation and negotiation; how to mediate with symbols and metaphors; the power of active listening; how to ask the (right) questions; the extended mind; emotional intelligence

Day 2: Cultural intelligence: cultural intelligence, generational differences in culture and communication, the role of social media in international/intercultural communication elements of culture, culture vs traits and experience, FOMO, fear of missing out as a new phenomenon.

8. Prof. Dr. Irena Zaleskiene is a professor holding PhD in Education at Lithuanian University of Educational Sciences. She is actively involved in developing national as well as international policies and practicies for democracy and citizenship education, serving as a Director of NGO Center for Civic Education under the patronage of UNESCO.

Professor is conducting research in youth active civic participation, in building the peaceful society and identities construction in the globalized world: publishes the research articles as well as textbooks and manuals for students, teachers and teacher trainers and presenting the research results on the local and international level (more than 100 publications and 50 presentations at the international conferences). At the meantime professor Irena is a member of the EU academic network “Partnership for Education and Research about Responsible Living” (<http://www.perlprojects.org>) and gets the Fulbright fellowship in 2015 at the Seaton Hall University (USA) working together with Ukrainian team of educators on intercultural understanding and peace building. She serves as an expert in the field of democracy developments at the Institute of Civil Society, at the Ministry of Education and Sciences of the Republic of Lithuania as well as at PhD committees and research journals at national as well as at international level. s

Topics for I Summer Academy: 7 - 17 August, 2015 (2 Days):

Day 1: Cultural differences - what can be done by educators?

- Morning Session: Developing and deepening the knowledge of the role of education in understanding the cultural differences.
- Afternoon Session: Practicing the acceptance of cultural differences (case studies).

Day 2: Intercultural Dialogue - how to meet the stranger?

- Morning Session: Developing and deepening the understanding of the deliberative methodology “Structured Academic Controversy”.
- Afternoon session: Practising the deliberation as a way to meet different people, to hear the different opinions, to make a decision about the controversial issues in the societies.

Brief Description of the Topics

1. Education as a mean for building peace and intercultural dialogue. Multiculturalism, socially and politically disadvantaged communities. Networking and social responsibility. Educational policies and practices for educating the intercultural understanding. International dialogue – is it possible to develop it in post-soviet societies?
2. Democracy and multiculturalism. The democratic power of discussion. Controversial issues in multicultural societies. Methodologies for educating the deliberative skills: structured academic controversy. What and how it can be deliberative in the multicultural society?

NOTE: Depending request from Companies, State Organs & INGOs there could be additional training days in below stated topics from our experts.

1. Commercial mediation: Decreasing inner conflicts with business partners, with potential clients, between employers and between employer-leadership etc.
2. Community, family and state level mediation.
3. Dispute resolution and conflicts transformation.
4. Diversity at work and society: Understanding culture and cultural differences.
5. Negotiation, litigation and arbitration processes.
6. Cross cultural presentation skills. Audience falling asleep or falling apart: How to avoid that?
7. Working with or in intercultural teams and intercultural management.
8. Inner peace, inner power and tolerance: Profiling vs. stereotyping.
9. Confidence building measures, leadership and teambuilding.
10. Constructive and nonviolent communication.
11. Conflict transformation in interpersonal and intragroup relations (for instance with customers, colleagues or partner companies).
12. Human rights, justice and respect.
13. Peacebuilding missions, arms control, disarmament and security sector.