

Institute for Peace and Dialogue, IPD **International Winters Academy in** **Peacebuilding, Mediation, Conflict Resolution, Security and Intercultural Dialogue** **Baar, Switzerland**

15 - 25 February, 2016 (3 Month CAS Program duration is till the 14 May, 2016)



Project Introduction

After implementation several summer academies now Institute for Peace & Dialogue, IPD is very glad to announce **1st International Winter Academy** in Peacebuilding, Mediation, Conflict Resolution, Intercultural Dialogue and Security, which is going to be held in Baar one of the beautiful place of Switzerland. Its image as one of the most favourable places for traveling has made it more interesting to offer an excited and comprehensive program for our participants. Our experts, who are professionals in their fields, will contribute to this event with many years of experience in peace, mediation and conflict studies.

Participants of the Winter Academy also could choose to stay in Switzerland for research period till the **14 May, 2016**. Besides the research and writing assignment, there will be also visit to the Swiss Institutes to closely acquaintance with them activities.

Main Goal

The main goal of the Winter Academy is to strengthen the skills of the representatives of state organs, business sector, INGOs, education institutes and independent mediators through institutional global academic education in peacebuilding, mediation, conflict resolution, security and intercultural dialogue.

Methodology

Within the International Winter Academies we plan to include different workshops, lectures, presentations, interactive group works, brainstorming on conflict places, mediation operations and peace negotiation activities as well as case studies on ongoing-fragile conflicts in the world.

Participants will acquire knowledge and skills from lecturers/experts who are working on peace building, mediation, security, conflict transformation, intercultural dialogue and non-violence and other corresponding fields at the state organs, companies, universities, INGOs and research centers.

During the training, both visual and dynamic methods will be used, such as schedules, tests, surveys, direct interviews, distribution of questionnaires and other methods of observation. Every expert will take 1 or 1 days for his/her lecture and workshops. We will send in advance to the selected participants the educational materials and daily program of the winter academy.

Besides the academic-educational side a cultural programs in the arriving (Welcome Party) and departure days (Farewell Party) is planned to bring friendly atmosphere and environment between the participants.

Important Dates & Times of Winter Academies 2015

- **Arriving & Registration of Participants (Hotel registration starts after 14:00am):** 15 February, 2016
- **Opening Ceremony & Welcome Party:** 15 February, 2016 at 19:00pm - 21:30pm
- **Breakfast Time:** 07:00am - 09:00am
- **Morning Workshops Period:** 09:00am - 12:30am
- **First Break Time:** 10:30am - 11:00am
- **Lunch Time:** 12:30am - 14:00pm
- **Afternoon Workshops Period:** 14:00pm - 17:00pm
- **Second Break Time:** 15:30pm - 16:00pm
- **Dinner Time:** 18:30pm - 20:00pm
- **Certification of Participants & Farewell Party:** 24 February, 2016 at 12-30am – 14.00pm
- **Departure of Participants (Hotel departure till the 12:00am):** 25 February, 2016
- **Half day classes:** 18 and 24 February 2015 till the 12.30am
- **3 Month CAS Program Dates:** Arriving day is 15 February, 2015 and Departure day is 14 May, 2015

Winter Academy Language

The International Winter Academy will be held in English language.

Potential Participants

There are no age or country limits for the participation. A broad range of interested participants can apply for the **International Winter Academies in Peacebuilding, Mediation, Conflict Resolution, Security and Intercultural Dialogue** such as:

- **Representatives of Government Organs, Diplomatic Organs, Courts and Political Parties:** To get knowledge on how to deal, manage and solve conflicts between states, between civil society leaders, political party leaders and between government-civil society institutions.
- **Representatives of Business Institutes and Private Sector:** To get knowledge on how to deal, manage and solve conflicts with potential clients, with business partners, between employers and between employer-leadership.
- **Representatives of IOs, INGOs and Local NGOs:** To get knowledge on how to deal, manage and solve conflicts in conflict region and fields between conflict parties, civil society and political party leaders.
- **Representatives of Universities and Academic Staff:** To get knowledge on how to develop teaching, study and research methodologies.
- **Representatives of Media Institution:** To get knowledge on how to deal, manage and solve conflicts in conflict region and fields.
- **Mediators, peacebuilders, researchers** and any interested people who want to develop their academic knowledge and capacities in **Peacebuilding, Mediation, Conflict Resolution and Intercultural Dialogue**, who have intention to work as mediator, who wants to join missions in conflict regions, who wants to investigate academically and who work or live in countries/society with ongoing tensions and stress.

Participation Procedure Step by Step:

1. Submitting filled application in WORD format, CV + scanned passport page
2. Participant will receive Invoice to start the payment of the requested participation fee amount
3. When the paid fee transferred to the mentioned bank account the participant will receive the unconditional letter via email and if there have visa application process we will send by post and also to the relevant embassy by fax.

Deadline

Requested below stated documents for participation have to be sent till the **20 November, 2015** to the email fhuseynli@ipdinstitute.ch. Please send your application in **WORD format** include your **CV, Passport Page (Only photo page)** and name your documents as “**NAME**” “**SURNAME**” “**COUNTRY**” “**DOCUMENTS NAME**”

Participation Fee

Participation fee is **2200EUR** to stay in a **Double Room (Room for 2 participants)** or **2450EUR** to stay in a **Single Room (Room only for 1 participant)**. The fee amount will be low for Alumni of the previous Summer and Winter Academies of IPD.

If the participants wish to join winter academy and also to stay till the **14 May, 2016** for **3 Month CAS Program** to research, prepare assignment (maximum 10 pages) on one of the topics of the winter academy and visit 4 Swiss Institutes the participation fee is:

I Choice: 6800EUR which includes:

- All the participation expenses of Winter Academy (accommodation, meals, coffee-break and course fee)
- Double room accommodation during the 3 Month CAS Program period
- Local city monthly ticket valid to tram, train and boat
- Travel expenses to visit 4 Swiss Institutes

II Choice: 7800EUR which includes:

- All the participation expenses of Winter Academy (accommodation, meals, coffee-break and course fee)
- Single room accommodation during the 3 Month CAS Program period
- Local city monthly ticket valid to tram, train and boat
- Travel expenses to visit 4 Swiss Institutes

A) What is included in the participation fee during the Winter Academy period?

- Accommodation
- 3 times Meals per day
- 2 times Coffee-Break per day
- Course & Stationary Materials (File, notebook and pen)
- WiFi Free Internet Connection
- Welcome & Farewell Parties

B) What is not included in the program fee?

Extra accommodation nights and meal expenses, international travel and travel related expenses (visa & insurance fee expenses) are not included in the participation fee. Participation fee is not cover the extra persons' (family members, relatives, friends, colleagues etc.) accommodation expenses.

C) Scholarship: IPD offers several type of scholarship support to reduction the participation fee amount for most needed potential participants from all over the world counties. In this matter to request discount on the participation fee amount payment, please write your request briefly via email before or during the application submission period till the **1 October 2015**. Unfortunately IPD scholarship program can't cover all the participation fee amount and international travel expenses.

D) Participation fee payment process

After evaluation of your application we will send you the conditional invitation letter to start the payment of the participation fee to the below stated bank account. After receiving the participation fee we will send the unconditional invitation letter to the participants by email and post to them mail address and also by fax to the relevant embassy which you mentioned in your filled application form.

Bank account information to transfer the participation fee:

Payment in CHF:

Bank Name: PostFinance AG
Bank Address: Mingerstrasse 20
3030 Bern, Switzerland
Account number: 25-100224-4
IBAN: CH62 0900 0000 2510 0224 4
SWIFT code: POFICHBEXXX

OR

Payment in EUR:

Bank Name: PostFinance AG
Address: Mingerstrasse 20
3030 Bern, Switzerland
Account number: 91-806816-2
IBAN: CH50 0900 0000 9180 6816 2
SWIFT code: POFICHBEXXX

Cancellation Rules & Dates of Participation

Please note that after submission of the application in any case of the participation cancellation till the **08 January, 2016** the charge **550€** (Plus bank transfer costs will be extra charge) will be deducted from the participation fee for the administrative charges.

Participation cancellation between **08 January, 2016** till the **14 February, 2016** the charge will be **800€** (Bank transfer costs will be extra charge) from the paid participation fee.

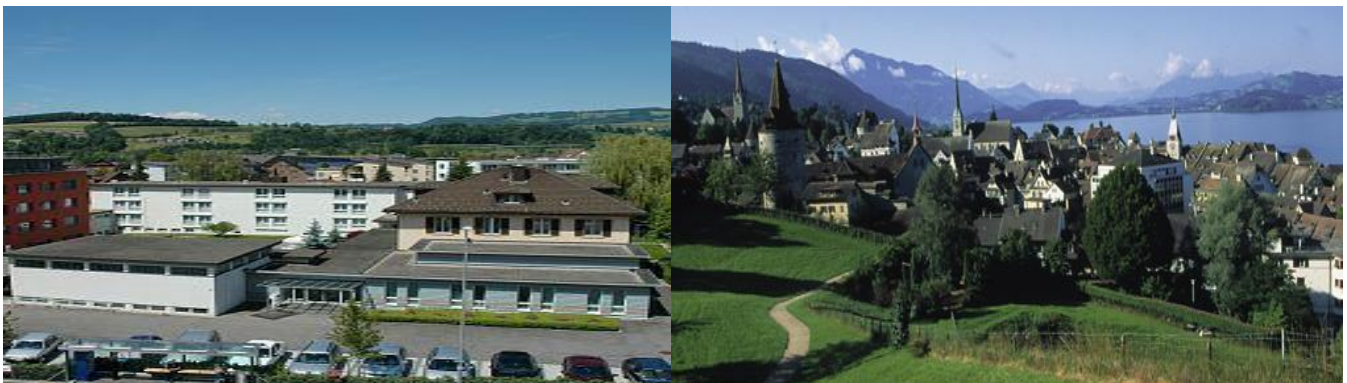
Participation cancellation after **14 February, 2016** there will be no refund on participation fee.

Accommodation

Depending from the above mentioned participation fee payment, participants will stay in double or single rooms during the Winter Academy period in the '**Eckstein**' Meeting and Education Centre. Centre located in Baar the region of Zug Kanton which is one of the beautiful place of Switzerland, which is close to the Zurich, Bern and Luzern Kantons.

Event place is very close to the **Baar Main Train Station** and if you arriving by plane to the Zurich Airport you can reach to the **Baar Main Train Station** by train directly from **Zurich Main Train Station**.

For more information on accommodation please visit the webpage of '**Eckstein**' Meeting and Education Centre www.zentrum-eckstein.ch.



Support Us

We all know that organizing such kind of international academic training programs are quite expensive and very hard. So to help us in this matter, we invite all the companies, state organs, foundations, think tank institutes, universities, embassies and individual philanthropies for close partnership and to invest capital to the institutional development of academic peace and mediation education.

Your donation will give financial help in form of scholarships to motivated participants from the most needed areas of the world to apply their acquired knowledge in peace building in their countries to pave the way for a better future. On the same time sponsoring to the International Winter Academy of IPD, will help your company/institution to be every month in the attention of 1000s web site visitors from all over the world countries. The entire sponsor's name will be placed in the promotional materials of the Winter Academy.

Organizer

Institute for Peace and Dialogue (IPD) is an independent, international non-profit and non-religious institute located in Lucerne, Switzerland. IPD dedicates itself to the promotion of prevention of conflicts between and within states, companies and communities by strengthening institutional dialogue, mediation and academic education with the participation of civil societies, INGOs, business and state institutions. To achieve its purposes, IPD providing its beneficiaries with academic-scientific programs (MA programs, summer academies, seminars, conferences, forums and exhibitions), institutional broad research-survey outputs, publication of educational materials, carrying out mediation, negotiation and reconciliation initiatives.

IPD invites state institutions, companies, INGOs, think tank centres, researchers, media and interested public actors for the cooperation and implementation of creative, innovative, effective and sustainable initiatives for the sake of empowering constructive intercultural dialogue, mediation, global governance, responsible leadership, peaceful conflict transformation, active world citizenship, human security and welfare

IPD Winter Academy Experts: 15-25 February, 2016



Marc Finaud
Switzerland

Jorgen Johansen
Scandinavia

Dr. Urs Bloesch
Switzerland

Joe Gerada
Malta

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 of 2 Days:

- Arms Control and Disarmament
- The Middle East Peace Process
- Media and International Security (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. JORGEN JOHANSEN - jj is a freelance academic with experiences as conflict worker from more than 100 countries the last 40 years. He has written 8 books and hundreds of articles on Nonviolence, Societal Conflicts, Social Movements, Revolutions, and Democracy. Deputy Editor of Journal of Resistance Studies and Editor of Irene Publishing House.

Day 1:

Morning: Introduction to Analytical Tools for better understanding of the complexity of conflicts.

After Break: Group exercises and reports back to plenary.

After Lunch: Lectures on specific conflicts and implementation on the analytical tools.

After break: Participants are then asked to use the theories on a conflict by their own choice.

Day 2:

Morning: Introduction to the history of Nonviolent Movements.

After break: Group work based on questions from the introduction. Discussion in plenary.

After lunch: Lecture on "The importance of Escalating Conflicts with Peaceful Means".

After break: A movie on Nonviolent Struggle. Discussions after the movie. If time: Several cases studies of nonviolent actions and how they have impact on conflicts.

Day 3:

Morning: Resistance Studies as a development of Peace Studies

After break: The most deadly ideology in Human History: Neo-liberalism

After lunch: How to reduce the deadly effects of Neo-liberal Economy

After break: Nonviolent Lifestyles - from Gandhi to modern times

3. 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 of 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

4. DR. URS BLOESCH founded in 1995 his own Tropical Environmental Consulting Office (www.adansonia-consulting.ch). Adansonia-Consulting has carried out numerous joint studies and Project/Programme evaluations in the humanitarian, development and conservation field for UN organisations (OCHA, UNEP, UNHCR), the World Bank, state and para-state organisations, international and national NGO's.

Dr. Urs Bloesch gained long-term practical experiences from working in an inter-cultural context and from effective involvement of all key stakeholders as a prerequisite for a successful conflict-sensitive programme management (CSPM). He was lecturing at the Institute for Communication and Leadership (IKF) in Lucerne on intercultural teamwork and communication. Moreover, he is lecturing at the School of Agricultural, Forest and Food Science (HAFL, Bern University of Applied Sciences) in Zollikofen in Switzerland. Currently, Dr. Urs Bloesch is heading the Expert Group "Environment & Disaster Risk Reduction" of the Swiss Humanitarian Aid Unit.

Topics 1 Day: Intercultural Dialogue & Justice for both sessions

A) Conflictual natural resource management in mass population displacements, especially in the case of large refugee or internally displaced people (IDP) camps. The fact that displaced people often competing for the same dwindling natural resources (mainly water, pasture, arable land and firewood) as the local communities carries the risk of new conflicts as happened e.g. in Chad, Ethiopia, Kenya, Nepal, Rwanda and South Sudan.

B) Practical field experiences from working in participatory projects in an intercultural context (teamwork, communication...).

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?

We will be glad to see you among us!

Contact person for any questions:

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