

Working for Peace

Course Description for 2010

Course Summary

Working for Peace is a programme of Cambodia Development Resource Institute (CDRI). The course is designed to provide training in peacebuilding and conflict management skills, and it involves participation in four intensive training workshops (each of 5-day length). Khmer language is used throughout the workshop, and it is held at CDRI in Phnom Penh.

The *Working for Peace* programme has been developed from the *Core Training Programme in Conflict Resolution Skills* offered by CDRI in 1997/8 in partnership with Responding to Conflict (a UK-based organisation specialising in conflict resolution training). The present course, first offered in 2001, uses a variety of case studies and problem-posing scenarios from the Cambodian context and is trained by an experienced team of Cambodian practitioner/trainers. The course facilitators are graduates of the *Core Training Programme in Conflict Resolution Skills* and have attended *Training for Peace (TOT)*, a PBTP (Peace Building Training Programme) advanced facilitation training. The sessions are facilitated by experienced CDRI trainers and external resource persons for some special topics, which required specific expertise.

The course examines current theory and practices as they apply to the emerging issues in Cambodia and the development of the participant's individual and organisational capacity. The purpose of the course is to develop and support a community of conflict management and peacebuilding practitioners with skills training and resources in order to enhance the capacity of Cambodians and Cambodian institutions to peacefully resolve, manage, and prevent conflicts.

Main topics

- Frameworks and theories of Conflict
- Tools for Conflict Analysis
- Power and Conflict
- Conflict Styles and Conflict Intervention
- Process of Dispute Resolution including Negotiation and Mediation
- Peace Building and Conflict Transformation
- The Roles of Insiders and Outsiders in peace building
- Nationalism: Identity and Ethnicity
- Communication Skills for Conflict Resolution
- Reconciliation
- Vision building
- Organisations/Institutions and Conflict including Leadership, Team Building and Decision Making

<i>The Modules:</i>	<i>Dates:</i>
1. Understanding Conflict: Conflict Analysis	07 -11 June 2010
2. Conflict Interventions	12 -16 July 2010
3. Peace Building	09 -13 August 2010
4. Peace in your Organization/Institution	06 -10 September 2010

For Whom?

Participants will be selected from a wide range of backgrounds in government and non-government circles in order to facilitate dialogue and better understanding across sectors and social divides. Preference will be given to local NGO community leaders involved in rebuilding Cambodia by the strengthening of civil society through development, relief, advocacy and peace work. A limited number of places will be offered to Cambodian programme staffs of international agencies, with preference given to programme staffs of partnership agencies who may be involved in direct support activities with local organisations and associations. **Women are particularly encouraged to apply.**

Recommendations and sponsorship of government officials are welcome. Priority will be given to community leaders (commune/Sangkat) and directors of departments of the resource ministries (e.g. Ministry of Interior, Ministry of Cadastral, Municipality, Ministry of Defence, Ministry of Agriculture, Ministry of Environment, Ministry of Commerce, Ministry of Women's Affairs, Ministry of Social Affairs Veterans and Youth Rehabilitation, Ministry of Labour and Vocational Training...), their senior staff, or their counterparts at the field level.

The number of participants is limited to 25, and we encourage you to apply as soon as possible. **The closing date for applications is Thursday 01 April 2010.**

Aims

The learning approaches, structure and activities aim to enable participants to explore their own issues of trust, acceptance and understanding as they work with others from different backgrounds and orientations. The course is also an opportunity to see disagreement as a starting point for problem-solving and mutual understanding. Specifically, the course aims to provide participants with:

- a theoretical background for understanding the complexities of conflict
- tools for the analysis of conflict management and intervention
- an opportunity for reflection on their roles in conflict intervention and peacebuilding
- ways to re-examine beliefs, attitudes and behaviours that lead to conflict or to peace
- a foundation in basic leadership principles
- development of skills for communication, negotiation and mediation
- a forum to discuss issues of reconciliation and nationalism
- networking, linking and coalition building

Course Methodology

Working for Peace consists of four inter-related modules that are designed to build on each other. The style of the course is interactive, employing a full range of active learning approaches. The course also plans assignments, activity exercises, and exposure visit at the second week interval, in order for participants to connect the theory of the classroom with the reality of conflict resolution and peace building at the grassroots level.

Guest speakers and external resource persons will be invited to join the workshop, on an individual or a panel basis, on a particular session to present and share experiences in specific topics deemed important and related to the workshop for participants' conceptual understanding.

Participants will be expected to identify and develop case studies based on their own conflict experience over the period of training and to evaluate the effectiveness of the models, concepts, and theories introduced. Participants must be committed to attending all four modules of the workshop.

Course Content

The main topics of each module are outlined below, but are subject to change, depending on the needs of the group. Although the content may vary from the outline given, the basic concepts, skills and processes listed will be covered. Each module contains a component building and deepening skills for communication. The four modules are:

1. *Understanding Conflict (five days)*

The first module lays the groundwork for building a cohesive group and provides the analytical and conceptual tools used to explore social, political and personal conflict. Special emphasis is placed on mutual respect in group relationships and trust building. Participants apply a range of tools to analyse their own conflict experiences and additional Cambodian case studies. The course develops individuals' capacity to face the complexities of any conflict situation.

Topics include:

- Our experience of conflict
- Introduction to conflict
- Current theories of conflict
- Human Security
- Perceptions (timeline)
- Prejudice, Stereotype and Discrimination
- Tools for conflict analysis: including stages of conflict, mapping, ABC triangle, multi-level conflict triangle, conflict tree and pillars

2. *Conflict Intervention (five days)*

The second module provides frameworks and practical experience in interventions such as negotiation, mediation and a widely recognized and successful mechanism of election related conflict prevention experience drawn from COPCEL project of CDRI. Formal and informal practices of mediation in Cambodia are examined. Participants will have the opportunity to practice mediation skills using cases from their own experience.

Topics include:

- Theories of conflict intervention
- Introduction to communication
- Communication skills for Conflict Resolution: Paraphrasing, Summarising, Re-framing, Active listening, Questioning and Assertive communication
- Processes of dispute resolution: negotiation, mediation (conciliation)

3. *Peace Building (five days)*

This module examines the way to build long lasting peace through trauma healing, reconciliation and restorative justice. Participants consider their own questions of identity and approaches to conflict as well as providing a space for Cambodians to examine their own views towards topics such as nationalism and ethnicity.

Topics include:

- Introduction to peacebuilding and conflict transformation
- Stress Management
- Reconciliation
- Conflict styles

- Identity and Belonging
- Issues for Cambodian Peace-builders: Nationalism and Ethnicity
- Gender and Peace Building
- Interfaith approaches to peacebuilding (A case study of Buddha as a Peacemaker)

4. *Peace in your Institution* (five days)

The final module examines transformation and peace building at the organisational level, and introduces skills in team-work, decision-making, and collaborative problem-solving. Issues of governance and leadership are examined in relation to participatory and hierarchical model.

Topics include:

- Team building
- Decision-making and problem-solving
- Roles of Insiders and Outsider
- Conflict in your institution
- Giving and receiving feedback
- Leadership styles
- Vision building

Application, Costs, and Scholarships

To apply, please fill in the application form provided. The closing date for receipt of applications is **01 April 2010**, after which selected applicants will be invited for interview at CDRI.

The fee for the course is USD 500, inclusive of tuition, stationary, and coffee breaks (to be paid in full before the course starts). While this amount does not fully cover the cost of the training course, CDRI bears responsibility for the remaining expenses. Personal expenses are the responsibility of participants or their organisations.

We welcome the support of your employer/organisation or of an agency with which your organisation is affiliated to fund your attendance on the course. CDRI will make some scholarships available to qualified applicants who do not have sponsorship opportunities, and individuals without financial sponsors are requested to complete the Scholarship Application Form provided. Please see the attached Application Form and Scholarship Application Form for further details.

Please note: Mobile telephone MUST be switched off during the training!

For further information, please contact Huy Romduol, Touch Varine or Huon Chantrea at:

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