

Core Certificate Programme

Training of Trainers for Peacebuilding (ToT)

**A PATRIR-IPDTC Five-Days Core Certificate Program
Cluj-Napoca, Romania, May 25th – 29th, 2009**

This 5-day hands-on programme focuses on ‘walking the walk while doing the talk’, namely on preparing peace workers to deliver quality training and facilitation programmes using both the substance and methods of peacebuilding. It is addressed to practitioners from various backgrounds who having experience in working in peace, conflict and development fields wish to acquire, deepen or exercise their skills for facilitation and training in this particular field of work.

Who is the Program Designed For?

- Activists, Peaceworkers, Peacebuilding and Conflict Transformation Practitioners who conduct workshops, trainings, training infrastructure designs;
- Academics in the area of peace and development interested in adopting a *praxis-based approach* to teaching;
- Directors & Programme Managers / Coordinators of Organisations / Agencies / Departments working in preparing staff and volunteers for work in aid, development, and emergency relief.
- Staff of International and National Development Agencies and Inter-Governmental Organisations – UN Agencies, OSCE, CoE, OAS, AU, AL, EU, ASEAN
- Local and National Government Authorities responsible for programmes and human resources dealing with development, peacebuilding, reconstruction, reconciliation, domestic violence, etc
- Government and Agency/IGO/NGO Policy Makers and Strategic Planners
- Peacekeeping forces and officers engaged in peacekeeping, peace interventions and DDR programmes



Location: Cluj-Napoca,
Romania
When: May 25th – 29th,
2009

Trainers:
Ms. Andra Tanase and Mr. Alessandro Latini
Organizers: IPDTC, PATRIR
Contact Person: Zsuzsanna Kacso

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www.patrir.ro/training

**DEADLINE for APPLICATIONS: April 20th for Applicants who NEED the Romanian Visa
and May 4th for Applicants who DO NOT NEED the Romanian Visa**

At the end of the five-day training period participants will:

- Overview the process of planning, delivering and evaluating a training programme in peacebuilding and development going over developing the training outline, ensuring an adequate logistic for the training and proper communication with participants, delivering the training and planning and implementing realistic follow-up processes.
- Have a clear understanding of different methods (small group, brainstorming, simulations, role-plays etc) and styles of training and facilitation with their respective advantages and disadvantages;
- Develop and practice relevant skills such as public speaking, empathy, time management, intercultural communication, group management etc.
- Explore particularities of training in conflict situations (achieving multipartiality, transforming adversarial positions, exploring needs and interests, looking for shared solutions.
- Dive-in and conduct mini-sessions on a theme of their choice, receiving methodological feedback from the trainer and fellow participants

The programme builds upon the experiences that PATRIR and partners across the world have in developing training programmes and training materials for conflict transformation, development and peacebuilding and will include practical examples of trainings developed and implemented by the Institute.

THE TRAINING SCHEDULE

Day 1, Monday	Morning	Welcome & Introduction of Participants & Trainers The training journey: planning and delivering a training programme
	Afternoon	Trainer's Palette: Training Methods + Tips and Tricks Trainer's Palette: Training Methods +Tips and Tricks
Day 2, Tuesday	Morning	Designing Training Programs on Peacebuilding Methodology Overview Application: Exploring Multipartiality (Needs, Positions, Interests)
	Afternoon	Application: Transforming Adversarial Positions into Shared Solutions Application: Dealing with Difficult Situations in Conflict Training
Day 3, Wednesday	Morning	Peace and Conflict Training Styles: Mapping What it Takes Case Studies: Analyze Trainers and Training Outlines
	Afternoon	Public Speaking Training in Intercultural Contexts: DOs, DON'Ts and HOW TOs
Day 4, Thursday	Morning	Preparing for Practice Workshops: participants deliver a mini-training session + Group Feedback
	Afternoon	Workshops: participants deliver a mini-training session + Group Feedback
Day 5, Friday	Morning	Mapping Resources and Networks of Peacebuilding Training: what is out there Participant's Training Journey: Long/Short Term Plan for a Training Programme
	Afternoon	Bringing it All Together Evaluation and Closing

What you will get from a Training of Trainers for Peacebuilding training programme:

ToT Program Experience	<ul style="list-style-type: none"> ◦ A collaborative and innovating learning environment; ◦ A hands-on programme based on continuous praxis (theory and practice); ◦ A chance to exchange good practices and challenges with other participants; ◦ Inspiring case-studies;
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Practical Tools, Customized Methodologies	<ul style="list-style-type: none"> ◦ Public Speaking; Presentation Skills; ◦ Strategic Planning; ◦ Conflict-sensitive facilitation; ◦ Dealing with difficult situations; ◦ Facilitation and training methods;
Getting the Design Right	<ul style="list-style-type: none"> ◦ How to build a training programme; ◦ Researching the theme; ◦ Structuring the training programme in an engaging and inspiring way;
Conflict Analysis & Assessment	<ul style="list-style-type: none"> ◦ Actor mapping for potential stakeholders in a training; ◦ Possible conflicting situations in trainings; ◦ Needs, Interests and Positions of Participants in a training; ◦ Transforming conflicts that might appear in a training in a creative and non-violent way;
Monitoring & Evaluation	<ul style="list-style-type: none"> ◦ Monitoring of the design, implementation and follow-up in a training programme; ◦ Mechanism for Training Sustainability
Increasing Coherence and Effectiveness	<ul style="list-style-type: none"> ◦ Designing trainings and training infrastructure that is coherent and complementary to existing structures; ◦ Including action plans into training programmes; ◦ Training key actors in conflict situations; ◦ Choosing the most effective methodology and tools from the ‘trainer’s palette’ according to the actors trained.

Single Course		
PARTICIPATION FEES	DESCRIPTION	FEE
Full Fee	The full fee is payable through wire transfer or on-line payment or upon arrival to the program.	Euros 1000 OECD / 600 Non-OECD
Early Payment:	Participants who complete payment prior to April 22 nd .	Euros 800 OECD / 500 Non-OECD
Multiple Participants	Departments, Agencies and Organisations sending 3 or more staff	Euros 800 OECD / 500 Non-OECD

Two Courses		
PARTICIPATION FEES	DESCRIPTION	FEE
Full Fee	The full fee is payable through wire transfer or on-line payment or upon arrival to the program.	Euros 1500 OECD / 1000 Non-OECD
Early Payment:	Participants who complete payment prior to April 22 nd .	Euros 1300 OECD / 900 Non-OECD
Multiple Participants	Departments, Agencies and Organisations sending 3 or more staff	Euros 1300 OECD / 900 Non-OECD

Spring Peace Academy		
PARTICIPATION FEES	DESCRIPTION	FEE
Full Fee	The full fee is payable through wire transfer or on-line payment or upon arrival to the program.	Euros 2200 OECD / 1400 Non-OECD
Early Payment:	Participants who complete payment prior to April 22 nd .	Euros 2000 OECD / 1200 Non-OECD
Multiple Participants	Departments, Agencies and Organisations sending 3 or more staff	Euros 2000 OECD / 1200 Non-OECD

Logistics: About The Programme

1. **Applying to the Program:** To apply, please visit www.patrir.ro/training or write to training@patrir.ro to have an Application Form sent to you. Only fully completed application forms will be considered.
2. **Selection Process:** Only a limited number of positions are available for the program. Participants will be selected based upon their experience and positions, ability to implement knowledge and skills gained from the program, need in their country and the context they are working in, and their level of commitment and seriousness. In selecting participants the IPDC will ensure gender balance, as well as appropriate geographical, knowledge and experience representation.
3. **Receiving Notice of Your Selection:** Participants will receive notice of their selection to the program within 5 days of their application.
4. **Preparations and Resource Materials:** A web-site will be created in advance of the program to assist with materials and resources. These may also be shared with departmental and organizational colleagues and staff. Upon completion of the program the web-site will be updated to provide to all participants with the report of the program, slide shows and materials used, and select materials chosen to assist in your work. Copies of all key documents made available during the program will also be accessible from the web-site.
5. **Accommodation and Meals:** The course fee for the training program covers:
 - a. Training Fee
 - b. Accommodation in double room (room with two beds) from Sunday 24th of May (check-in time 12:00 pm) till Saturday the 29th of May (check-out time 12:00 pm). For those who wish accommodation in single room, an extra fee will be charged.
 - c. Breakfast at the hotel for the duration of the training
 - d. Lunch for the duration of the training (Monday 26th of May – Friday 29th of May)
 - e. Three dinners (Monday, Tuesday and Friday)
6. **Visas:** Participants requiring visas are responsible for applying for them on time to ensure they are able to take part. Participants requiring visas will receive a letter of invitation confirming their participation in the program for the Romanian Visa and Consular authorities. Participants requiring visas are encouraged to apply for their visas 4 – 6 weeks in advance.

Applicants Requiring Visas for Travel to Romania: Deadline for Applications – April 20th, 2009

Applicants requiring visas for travel to Romania must send in their completed application form and a copy of their CV no later than **April 20th, 2009**.

Please Note: Visa Applications

Participants requiring visas must apply at the Romanian Embassy or Consulate immediately upon receiving confirmation of their acceptance. Participants requiring visas must submit their application form to the Embassy or Consular Office responsible for their country **at least 4 weeks in advance of their day of travel**. IPDTC staff will be available to assist you at all points should you require it. A Guide to Visa Applications for the training program will be sent to you upon your acceptance.

Applicants Who Do Not Require Visas: Deadline for Applications – May 4th, 2009

Applicants who do not require visas for travel to Romania are requested to send in a copy of their CV and the completed Application Form no later than **May 4th, 2009**.

THE RESOURCE PERSONS

Ms. Andra Tanase

Director, Youth and Peacebuilding Office, PATRIR



Andra Tanase works as a Programme Director for PATRIR's Youth and Peacebuilding Unit. Andra has graduated with a Masters degree from the UN-mandated University for Peace in Costa Rica and has a background in Economics and International Studies from Macalester College. Her work includes international training and facilitation, peace research and programme coordination on the themes of peacebuilding and conflict transformation, human rights, multicultural communication and organizational management.

Together with her work at PATRIR, she is also engaged in the Steering Group of CONCORD's Development Education Forum and in Alumni work with the UN- mandated University for Peace. Her research focus areas include Development, Human/Minority Rights, Conflict Transformation and Peace Education, interests which she pursued through working as a trainer and program coordinator and through research papers such as: Work, Religious and Ethical Values: The Unique Case of the Roma Population, Economics of Happiness: Attempting to Answer the Debate Between Civil/Political Rights and Economic/ Social Rights, Breaking Shadows: A study of identity in post-conflict Bosnia (work in progress). Andra gathers experience from having worked in Italy, Norway, Spain, Costa Rica, USA and also from different peacebuilding encounters in areas ranging from Japan to Colombia and from Finland to Gambia.

Mr. Alessandro Latini

Alessandro Latini, both a formal educator and practitioner brings a rich professional experience and background mainly in education and social inclusion. Working in the field of non formal education since 1996 Alessandro brought his experience into projects of international solidarity and development cooperation, first in Kosovo then in the Palestinian Territories and Azerbaijan, Romania (working with community mediators for Rroma groups) and other countries haing as main focus educational and social projects.

In the past years Alessandro focused on delivering and teaching different types of training animation, methodology of social work, planning and monitoring educational activities) as well as started focusing his interest on evaluation (of projects, of services, of staff performances).

Kai Frithjof Brand-Jacobsen

Director, Department of Peace Operations – PATRIR



Kai Frithjof Brand-Jacobsen is Director of the Department of Peace Operations of PATRIR. He is an international expert in mediation and peace processes, systemic peacebuilding, idesign and implementation of early warning and comprehensive prevention, and post war recovery. He consults widely for governments, foreign ministries, and international and national organizations. He is a co-founder and Director of the Peace Action, Training and Research Institute of Romania (PATRIR). He works as an advisor to several governments and international and national agencies, including the All Party Parliamentary Working Group (APPG) on Conflict Issues of the British Parliament.

Consultancies: He consults broadly for UN agencies, national and international organizations and governments, specializing in the development and design of mediation and peace processes; peacebuilding programs; conflict sensitivity; strengthening governmental, inter-governmental and NGO policies and institutional capacities for peacebuilding, humanitarian aid, and international development cooperation; preparation, training and deployment of civil peace services; early warning and comprehensive prevention; and post-war recovery. He is

invited to assist organizations and agencies in organizational and program development and design, strategic planning and strategy development, and improving implementation.

Training: He has provided more than 260 training programs in 36 countries to governments, national and international organizations, UN agencies, conflict party leadership, diplomats, NGOs, community-based practitioners, military, and others in the fields of mediation, systemic peacebuilding, conflict transformation, early warning and comprehensive prevention, war to peace transitions, reconciliation and healing after violence, strategic peacebuilding, and designing peacebuilding programs. In cooperation with the International Peace and Development Training Centre (IPDTC) he works closely with governments, UN agencies, and organizations who have requested training support to design specialized programs customized to meet the specific needs, objectives, and operating environments in which they work to strengthen their peacebuilding capacity and effectiveness.

Advisory Support: He is an advisor to several governments, national and international organizations and agencies, and foreign ministries.

Public Lectures and Teaching: He has taught and lectured at universities across Europe, North America, Latin America and Asia including Royal Roads University (Canada), the United Nations University (Japan), The European Peace University (Austria), and many others, and has been invited to provide more than 600 public talks in 28 countries.

Governance: From 2005 – 2007 he served as a member of the International Governing Council of Nonviolent Peaceforce. In 2007 he became a member of the Steering Committee of the European Network of Civil Peace Services (EN.CPS).

Publications and Research: He has written and published widely, and was co-author, together with Johan Galtung and Carl Jacobsen, of *Searching for Peace: The Road to TRANSCEND* (Pluto, 2000 & 2002). He is a member of the Executive Board of the *Journal of Peace and Development* and an Editor of Oxford University Press' *Peace Encyclopedia*. He has contributed to several publications, and his current areas of research focus on peace processes, early warning and comprehensive prevention and improving peacebuilding in policy and practice.

Country / Regional Experience: Kai has worked in Afghanistan, India, Pakistan, Nepal, Sri Lanka, southern Thailand, Burma, Cambodia, Aceh-Indonesia, Russia, Moldova, South Eastern Europe, Mexico, Colombia, Somalia, North America, and the Middle East at the invitation of governments, inter-governmental organisations, UN agencies, and local organisations and communities.

Contact: jacobsen@patrir.ro

THE ORGANISERS



PATRIR
The Peace Action, Training and
Research Institute of Romania

Founded on March 1st, 2001, PATRIR works in applied peacebuilding, violence prevention, mediation, conflict transformation, and post-war recovery. Through its Peace Support Unit (PSU) PATRIR staff provides support to local, national and international organizations in the development, facilitation and implementation of peace processes, mediation, and community-based to national level peacebuilding. PATRIR's involvement in peacebuilding processes and local and national peacebuilding initiatives is based upon requests from governments, conflict parties, and local and international organizations. The Institute has worked in cooperation with UN agencies, the OSCE, Council of Europe, Save the Children, and a wide-range of local and national organizations and partners in Colombia, Mexico, the United

States, Canada, the UK, Norway, Spain, Italy, Moldova-Transnistria, Austria, Jordan, Israel-Palestine, Somalia, Kenya, Cambodia, Burma-Myanmar, Southern Thailand, Nepal, Sri Lanka, Japan and Aceh-Indonesia. PATRIR has provided training programs to more than 4000 practitioners and policy makers in 42 countries. PATRIR is a member of the European Network of Civil Peace Services and Nonviolent Peaceforce, and the Global Partnership for the Prevention of Armed Conflict.



**International Peace and Development
Training Center**

Established in 2003 the International Peace and Development Training Centre specializes in providing advanced and expert training programs for governments, UN staff, policy makers, conflict parties and leadership, field workers, local and national organisations, and staff of international agencies. IPDTC annual programs include:

- Peacebuilding, Conflict Transformation and Post-War Recovery (PCTR)
- Gender in Conflict Transformation and Peacebuilding (GaP)
- Enhancing Peacebuilding Effectiveness (EPE)
- Designing Peacebuilding Programs (DPP)
- Reconciliation and Healing After Violence
- Democracy, Human Rights and Peace by Peaceful Means

In addition, the majority of IPDTC trainings are developed upon request and provided in host countries around the world. IPDTC requested programs are custom-designed to meet the specific needs, contexts, objectives and experiences of the requesting organisations. Programs have been designed for:

- Political Leadership and Policy Makers
- Conflict Party Leadership
- Humanitarian Relief, Aid and Development Agencies and Organisations
- National and International Organisations
- Community-Based Organisations
- Chambers of Commerce
- Universities
- Military Academies and Training Centres

For more information or to register as a participant, please contact:

Ms Zsuzsanna Kacso, Director of the International Peace and Development Training Centre:
training@patrir.ro

Or visit: www.patrir.ro/training