

Portraits of the Trainers

Andreas Knoth is an organisational psychologist and Master of Business Studies. He is director of SOCIUS Organisationsberatung and has been working as a project manager, trainer and consultant in the field of organisational development in Germany and Eastern Europe, specifically in the Balkan region.

Jochen Neumann is a trainer in nonviolent conflict transformation and director of KURVE Wustrow. He has worked with non-governmental organisations in South Africa on issues like community conflicts, mediation and reconciliation. Amongst his focal areas are the „do no harm“ approach and other impact analysis tools.

Tamara Šmidling is a peace activist, born Belgrader, lives and works at the Centre for Nonviolent Action (CNA) in Sarajevo, Bosnia-Herzegovina since 2002. She is involved in designing and implementating various training courses, writing and editing of peacebuilding publications and represents CNA in forums such as the Coordinating Body of the Peace Academy, Sarajevo.

Tanya Spencer has experiences as a human rights monitor and conflict transformation trainer working in hostile environments which led her into doing security training. Her trainings give the participants the knowledge and skills they need to feel and be safer. Her company TrainingSolutions custom designs security trainings for NGOs who want to prevent security incidents and react in life-saving ways during crises.

Nenad Vukosavljević is a peace activist and conscientious objector, conducts cross-regional trainings in conflict transformation since 1997 in Sarajevo. In 2002 he returned to his hometown Belgrade, Serbia after long exile. He works at the Centre for Nonviolent Action (CNA) in Belgrade mainly on filming peace promoting documentaries and on encounters and training of war veterans from former enemy sides. Author of various articles and a training manual.

General Information



The trainings take place either at the training centre of KURVE Wustrow itself or at a venue nearby in the Wendland region, in the North of Germany close to Hamburg and Hannover.

Each of the trainings lasts five days, from noon on Monday to noon on Friday.

The participation fee of 800,- Euro (or reduced 600,- Euro) includes training material, food and lodging (limited number of single rooms).

All trainings are held in English and participants are expected to come not only from Germany but from various conflict zones.

If you have further questions or like to participate in a training please contact us:

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ADVANCED TRAININGS FOR CONFLICT TRANSFORMATION



Change Management Security Management Project Management Transitional Justice

2009

Managing Organisational Change in Conflict Zones

Organisations working in conflict zones need to adapt to their at times rapidly changing environment. How do we manage the necessary changes in our organisations systematically? How do we design organisational change processes? How do we facilitate change processes as peace workers in our partner organisations?

The seminar introduces key concepts of organisational management and change management. The trainer shares his experiences with organisational development processes in headquarters of non-governmental organisations.

This training addresses peace workers and NGO staff interested in exploring tools, in developing strategies of organisational change management and in reflecting their own role in such processes.

Trainer: **Andreas Knoth**
Date: **19 - 23 October 2009**

Security Management for Peace Work in Conflict Zones

Peace workers face threats not only because of where they work but also because of what type of work they do. Harassment, kidnapping, armed robberies, car jacking and murder are just some of the threats.

This workshop is specifically for management level staff and others who are responsible for security (if you are interested in attending a personal security workshop for fieldworkers, please contact KURVE Wustrow).

The workshop will focus on creating policies, programmes and practices that make peace work safer. In order to do their vital work, peace-orientated NGOs need to proactively manage security: The price of doing peace work should not be the lives of peace workers.

Trainer: **Tanya Spencer**
Date: **26 - 30 October 2009**



Coachings and In-house Trainings

You are interested in these topics but the dates do not suit you,

you are interested in a training specifically designed and timed for your staff,

you are interested in related topics relevant for conflict transformation work,

then please contact us for coachings for individuals or small groups or in-house trainings for your organisation.

We will try our best to have your needs met!

Training Coordinator: **Arne Kohls**



Project Management for Peace Work Planning, Monitoring and Evaluating

Peace work needs proper planning, monitoring and evaluation in order to be able to contribute positively towards conflict transformation. In this training key questions about the impact of peace work will be discussed and respective tools offered to find valid answers to them. These instruments range from the logical framework approach and outcome mapping to „Do no harm“.

Participants will gain an overview of the wide range of peace and conflict impact assessment tools so that they can make an informed choice about their respective strengths and weaknesses. Moreover, participants will have the opportunity to apply selected tools to their own projects and/or case studies in order to be better equipped to manage their peace projects.

Trainer: **Jochen Neumann**
Date: **02 - 06 November 2009**

Dealing with the Past Transitional Justice for Conflict Zones

Wars and/or absence of the civil rule of law lead to numerous injustices. These individual injustices are often degenerating into new patterns of violence seeking justification in the past. A vicious circle.

Dealing with the past in a constructive manner is at the core of peacebuilding. It is a precondition to reconciliation.

Defining guilt, responsibility, justice includes questions such as:

Why trials, why punishments? Is there collective guilt/responsibility? How to deal with collective memory and opposed versions of truth and history? Which wars are justified? Who is a victim, what is victimisation?

The training will offer insights into these processes in the Balkans but foremost seek for answers and foster questioning.

Trainers: **Tamara Šmidling**
Nenad Vukosavljević
Date: **23 - 27 November 2009**