

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.

Ivana Franovic is a peace activist from Belgrade. In the 1990s she was involved in student protests against the authoritarian regime in Serbia. For the last decade she has been a team member of the Centre for Nonviolent Action, while being active in the field of peacebuilding, dealing with the past and nonviolent conflict transformation in the region of former Yugoslavia. She holds an MA degree in Peace and Reconciliation Studies from Coventry University (UK).

Tanya Spencer is 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 Vukosavljevic 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.

General Information

The trainings take place at the training centre of KURVE Wustrow 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 trainings are held in English and open to international participants.

The participation fee of 800,- Euro (or reduced 600,- Euro) includes training material, food and lodging (in dormitory style).

Applications should reach us as soon as possible, for participants in need of a visa **the latest by 18 August 2010**, for those without visa requirement **the latest by 10 September 2010**.

Please use the application form available on our website:

www.kurviewustrow.org

or request the form by email from us:

training@kurviewustrow.org

Supported by



ADVANCED TRAININGS FOR CONFLICT TRANSFORMATION



Transitional Justice Security Management Project Management Change Management

Autumn 2010

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: *Ivana Franovic
Nenad Vukosavljevic*
Date: *04 - 08 October 2010*

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: *18 - 22 October 2010*



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: *Andrea Ohloff*
training@kurviewustrow.org



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: *25 - 29 October 2010*

Managing Organisational Change in Non-Governmental Organisations

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: *01 - 05 November 2010*