

Portraits of the Trainers

Jonah Gokova is a gender trainer and a writer with particular interest in getting men's involvement in gender issues as equal partners with women. He has trained gender activists around the world and is a chairperson of Padare/Enkundleni/ Men's Forum on Gender an anti sexist men's organisation in Zimbabwe.

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.

Ruth Mischnick studied law and psychology before she worked in crisis and conflict areas, mainly in Asia but also in Africa and Latin America. Her focus is upon non-violent conflict transformation and trauma work. She teaches mediation at a university in Vienna.

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.

Cordula Reimann has worked as consultant, facilitator, trainer, researcher and lecturer in peacebuilding and conflict transformation, e.g. at the Center for Peace Building (KOFF) / swiss-peace. Her main areas of expertise are conflict sensitivity, strategic conflict analysis, impact assessment, gender, conflict and conflict transformation.

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.

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 are open to international participants.

The participation fee of 850,- Euro (or reduced 650,- 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 07 August 2011, for those without visa requirement the latest by 28 August 2011.

Please use the application form on our website: www.kurvewustrow.org or request it by email: training@kurviewustrow.org

Individual Training Design

If you are interested in related topics relevant for peace work, we design special training programmes and coachings for individuals or for your staff. Please contact the training coordinator Ms. Andrea Ohloff: training@kurviewustrow.org

Supported by



PRACTITIONER TRAININGS FOR NONVIOLENT CONFLICT TRANSFORMATION



Project Management Gender and Conflict Security Management Counselling Trauma Change Management

Autumn 2011

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: *19 - 23 September 2011*

Gender-sensitive Planning in Conflict Transformation and Peacebuilding

Gender-sensitive analysis and planning skills are inevitable for designing and implementing projects that will support positive socio-political changes. In this new training course peace workers will discuss why and how gender matters in the context of conflict and peacebuilding, deep-rooted notions of femininity and masculinity and power asymmetries in a society.

The training will be highly interactive and participatory, based on participants' own experiences from the diverse cultural backgrounds.

Moreover, conflict-sensitive project management tools and their incorporation into the own work practice will be part of the training.

The training is especially designed for those who have experiences in peace work and see a demand for adding gender dimensions into their own work.

Trainer: *Cordula Reimann
Jonah Gokova*

Date: *26 - 30 September 2011*



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 some of the threats.

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.

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.

Trainer: *Tanya Spencer*

Date: *03 - 07 October 2011*



Counselling in Trauma and Stress for Peace Work in Conflict Zones

Understanding the emotional effects of conflicts and disasters on their victims and responding to the victims' needs are crucial capacities for peace workers and staff of NGOs working in conflict areas and disaster situations.

In this new training course you will get familiar with the emotional responses to traumatic events, effects of traumatic events on specific vulnerable groups and the social impacts of trauma.

Further, the role of the counseling person and the work with victims will be explored and special attention is given to the needs of the caregiver.

This training course addresses staff of NGOs and peace workers who experience or need to assist in traumatic and stressful situations within their work.

Trainer: *Ruth Mischnick*

Date: *10 - 14 October 2011*

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: *24 - 27 October 2011*