

## SECURITY MANAGEMENT

### Participants are able

- to apply a security management framework and so advance organisational security management;
- to apply selected risk and context analysis tools and develop security guidelines.

Peace workers face threats not only because of where they work but also because of what type of work they do. This training aims at proactively managing security on an organisational level while touching aspects of personal security. Therefore coordination or management level staff of NGOs and others who are responsible for security of fieldworkers or activists will benefit most.

The training is structured alongside a security management framework that can also be used for advancing organisational security later on. We work with inputs, examples, exercises and small group work. The training also includes a crisis management simulation and smaller roleplays. The training will focus on creating policies, programmes and practices that make peace work and activism safer.

**Trainers:** Tanya Spencer, N. N.

**Date:** 01–05 March 2021

*TANYA SPENCER is a human rights monitor and conflict transformation trainer working in hostile environments. These experiences led her into security training which give participants the knowledge and skills to feel and be safer.*

## REALISING GENDER EQUITY

### Participants are able to

- understand the basic concept of gender sensitivity in civil society organisations and activists' movements
- identify in which ways gender is relevant for themselves in their context
- plan concrete steps for advancing a safer space and gender sensitive mainstreaming

In this training, we will look at power differences from a gender perspective. Social norms are interacting with power issues and shape society's understanding of 'men' and 'women' and their 'appropriate' roles at work and in the public sphere. A more just society relies on gender-sensitive civil society organisations.

This training, therefore, will look at the relevance of 'gender' on an individual and organisational level. Together we will develop an organisation-specific plan for creating a momentum of change and a plan for transformation.

**Trainers:** Activists from „The Coalition of Women for Peace“

**Date:** 08–12 March 2021

*THE COALITION OF WOMEN FOR PEACE (CWP) are our cooperation partner in Israel. CWP consists of and works with Jewish and Palestinian activists against the Israel occupation of Palestinian land and uses a feminist perspective on activism, conflict analysis and transformation. It provides training on safe(r) activism and space in civil society organisations.*

## PROJECT MANAGEMENT

### Participants are able

- to assess the strengths and weaknesses of selected project management approaches and tools
- to select the relevant and appropriate tools for their project context
- to apply key elements of selected project management tools

Peace work needs proper planning, monitoring and evaluation in order to be able to contribute positively towards conflict transformation. In this training we will deal with questions about effective ways to promote peace and respective tools are offered to find valid answers. These approaches and tools range from Outcome Mapping to "Do no harm" and "Reflecting on Peace Practice".

Participants will gain insights into selected tools and have the opportunity to apply these tools to their own projects and/or case studies. Participants will assess the strengths and weaknesses of these tools in order to choose and adapt the right tools for managing their peace projects.

The training is relevant for all who intend to engage in or are already in a position to coordinate peace projects.

**Trainers:** Gesa Bent, Jochen Neumann

**Date:** 15– 19 March 2021

*GESA BENT is a trainer and moderator working to create learning spaces for civil society organisations, movements and networks. Her focus is on strategy design, project management and international advocacy, combined with extensive experience in the field of gender, peace and security.*

*JOCHEN NEUMANN is a trainer in nonviolent conflict transformation and director of KURVE Wustrow. He worked on mediation and reconciliation in South Africa and implemented „do no harm“ at a human rights organisation.*

## 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 training lasts five days, from Monday 12:00 h until Friday 13:00 h. The trainings are held in English and are open to international participants.

### Participation fee:

1.500,- Euro for organisations

1.000,- Euro for single persons

750,- Euro reduced fee for individuals (on enquiry)

The fee includes training material, vegetarian food and lodging in dormitory style. If lack of funds is an obstacle to your participation, please let us know. Depending on availability of funds, we may be able to offer reductions on the participation fee.

Applications should reach us as soon as possible, for participants in need of a visa or financial support the latest by 01 November 2020, for those without visa requirement the latest by 13 December 2020.

Please use the application form on our website:

<https://kurviewustrow.civiservice.de/civicrm/event/info?reset=1&id=52>

or contact our training unit: [pt@kurviewustrow.org](mailto:pt@kurviewustrow.org)

Supported by



**MISEREOR**  
IHR HILFSWERK

**Brot**  
für die Welt

### KURVE Wustrow

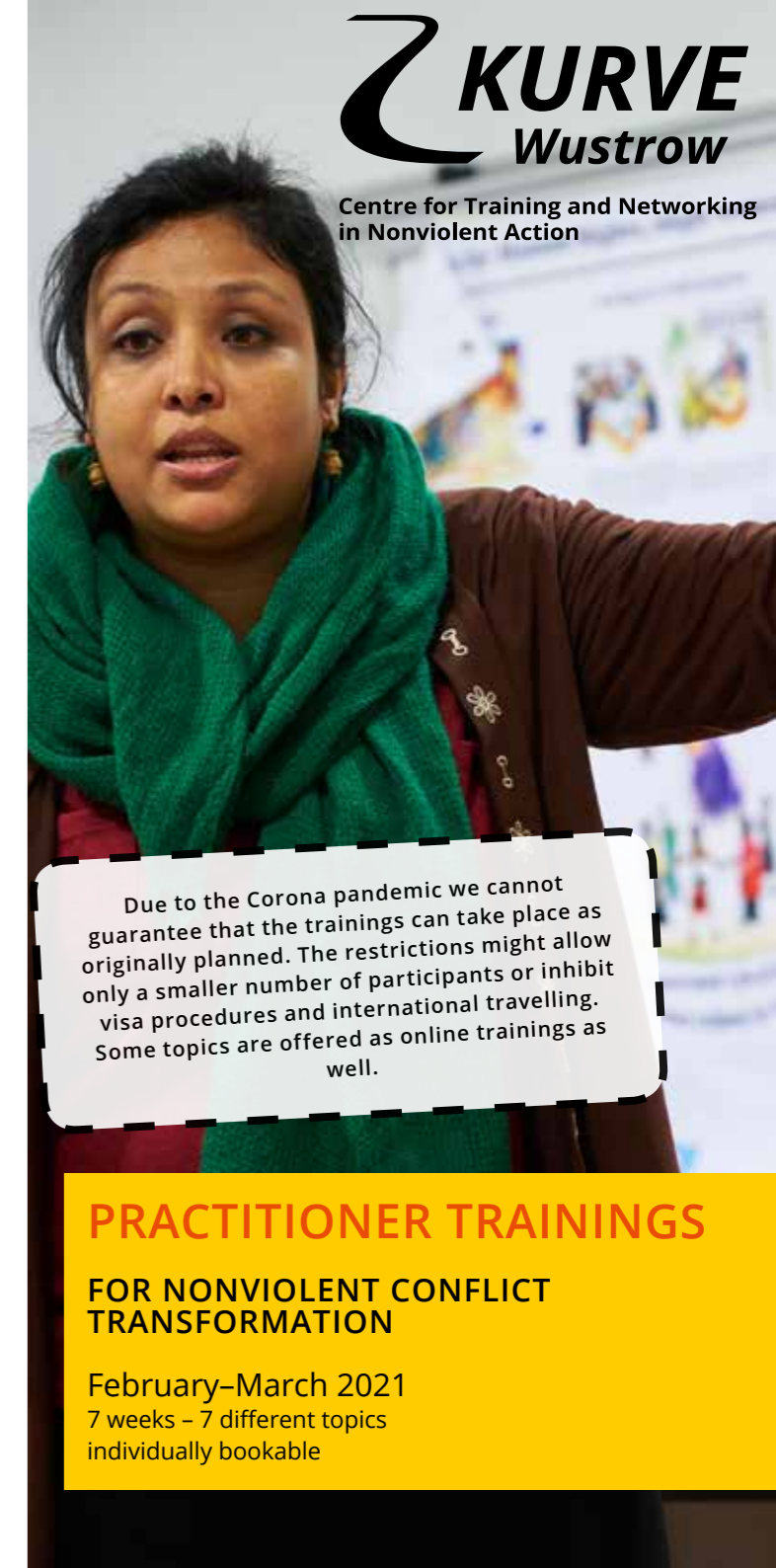
Kirchstraße 14 | 29462 Wustrow (Germany)  
Phone: +49 (0) 5 843 / 98 710 | Fax: +49 (0) 5 843 / 987 111  
[info@kurviewustrow.org](mailto:info@kurviewustrow.org) | [www.kurviewustrow.org](http://www.kurviewustrow.org)

### Account for donations:

IBAN: DE50 4306 0967 2041 6468 00  
BIC: GENODEM1GLS

# KURVE Wustrow

Centre for Training and Networking  
in Nonviolent Action



Due to the Corona pandemic we cannot guarantee that the trainings can take place as originally planned. The restrictions might allow only a smaller number of participants or inhibit visa procedures and international travelling. Some topics are offered as online trainings as well.

## PRACTITIONER TRAININGS

### FOR NONVIOLENT CONFLICT TRANSFORMATION

February–March 2021

7 weeks – 7 different topics  
individually bookable

## COMMUNICATION SKILLS

### Participants are able to

- to assess the strengths and weaknesses of communication
- to analyse and distinguish the layers of verbal and non-verbal communication
- to analyse the communication in a given situation and to react and act in a constructive manner
- to communicate using nonviolent communication methods e.g. active listening, reflection and mediation

Peace work without appropriate communication is impossible. Many phrases can stabilise or destabilise a situation. Successful peace processes are based on an appropriate and respectful communication.

This training gives an introduction into various forms and formats of communication; it is not an in depth training or any single approach. Rather participants will gain insights into selected methods and have the opportunity to apply these methods to their own communication and/or case studies. Key methods used are active listening, reflection, non-violent communication according to Marshall Rosenberg and the phases of mediation.

Participants will assess the strengths and weaknesses of these methods in order to enrich their constructive communication. The training is relevant for all who are involved in peace work and need to communicate constructively with respect and authenticity.

**Trainers:** Dorothea Giesche von Rüden, Mehrangiz Maki

**Date:** 01–05 February 2021

**DOROTHEA GIESCHE VON RÜDEN** is a trainer in nonviolent conflict transformation, anti-bias and gender, a mediator, working with psychotherapy. She brought the anti-bias approach from South Africa to Germany and worked in a number of human rights projects in South Africa and beyond as an international violence and election observer.

**MEHRANGIZ MAKI** is a social worker, systemic family therapist and mediator. Originally from Iran, she lives in Berlin for many years. She works with women and girls from diverse backgrounds, accompanies refugees, and works as a case worker.

## DIGITAL SECURITY

### Participants are able

- to identify and respond to emerging risks to the sensitive information they manage in their work
- to maintain and improve the basic security of their digital devices and accounts
- in accordance with their necessities, understand and implement advanced tools to protect their data storage and communication

This training will create awareness and support capacity-building which is relevant to the digital security of the participants.

Peace activists will be enabled to do the risk self-assessment related to their own information management. They will gain insights into personal and organisational strategies on digital security concerning computers, internet and mobile/smart phones.

Participants will learn about secure behaviours and tools to use for maintenance of devices, safer storage and recovery of sensitive information, and more secure communication.

**Trainers:** Marianne Koch, Peter Steudtner

**Date:** 08 –12 February 2021

**MARIANNE KOCH** is a trainer, moderator and mediator. Due to her engagement in social movements she is highly experienced in moderation of political groups and civil disobedience.

**PETER STEUDTNER** is a trainer in nonviolent conflict transformation and a photographer / filmmaker. His trainings focus on integrated security for activists.



## CAMPAIGNING FOR NONVIOLENT CHANGE

### Participants are able to

- facilitate the planning process of a nonviolent campaign in their own contexts
- select creative forms of actions for successful and sustainable campaigns

Successful nonviolent movements are not just reacting on their opponents, but use operational planning and develop campaigns to put their activists on the offensive.

The training will focus on the planning process for a nonviolent campaign: How to pick the right campaign and formulate demands? How can we plan and then handle dynamics of political campaigning? Can we find consensus for “nonviolent discipline”, and how to make everyone do the right thing at the right time? How to develop creative actions and create strong images? How should we communicate with authorities and opponents, and lead negotiations? How do we ensure sustainable change after the campaign is over?

The training is for activists, organisers and leaders as well as peacebuilders and trainers involved in nonviolent movements, who want to plan and coordinate successful nonviolent campaigns and/or facilitate others to do so.

**Trainers:** Mai Ali, Thimna Bunte

**Date:** 15–19 February 2021

**MAI ALI** is a trainer for nonviolence and digital security, a human rights defender and computer engineer. Originally from Omdurman, Sudan, she is currently living in Berlin. She is active for just peace and human rights in Sudan as well as for refugee rights in Germany and Europe.

**THIMNA BUNTE** is a former civil peace worker for KURVE Wustrow in Palestine. She accompanies, advises and trains actors and initiatives of nonviolent resistance and conflict transformation.

## FACILITATION AND TRAINING SKILLS

### Participants are able to

- assess their own strengths and weaknesses as a facilitator of trainings for adults
- better design trainings that are based on key principles of adult learning and the concept of Action Learning

Facilitation skills are essential for everyone who wants to work with people and support communication processes. Training is a very sophisticated form of communication and is aimed at facilitating learning.

Participants will gain an overview of learning theories, principles of adult learning and a selection of training concepts like Action Learning and Comfort Zones. Moreover, the design of this training will be critically reflected in order to assist participants in designing and conducting trainings themselves.

Additionally participants will get an opportunity to demonstrate their skills as a facilitator including a video recording for self-reflection and if requested with feedback from trainers.

**Trainers:** Claudia Frank, Jochen Neumann

**Date:** 22–26 February 2021

**CLAUDIA FRANK** facilitated strategy development processes of civil society actors initiating business dialogue on land use and just compensation. She was a coordinator of the Civil Peace Service Programme of KURVE Wustrow and now is working with Bread for the World in Berlin.

**JOCHEN NEUMANN** is a trainer in nonviolent conflict transformation and director of KURVE Wustrow. He implemented “do no harm” at a human rights organisation.