



International Conflict Mediation *“Implementing Peace Agreements”*

DD MMMM YYYY
Hotel NAME
Hotel address

SAMPLE COURSE PROGRAM *(Based on 2017 edition)*

Trainers:

Sunday, Day 0 *Arrival and Opening*

14:00 – 16:00 **Arrival & Check-in at Hotel Sylter Hof**

16:00 – 18:00 **Opening of the Course**

- Introductions
- Expectations
- Ground rules
- Working methods
- Overview of the course

19:00 **Opening Dinner**

Monday, Day 1 *Negotiation Essentials*

9:00 – 10:30 **Exercise: “Oil pricing”**

- Key negotiation dynamics and strategies

10:30 – 10:45 **Coffee Break**

10:45 – 12:30 **Debriefing of the exercise**

- Dimensions of any negotiation and mediation
- Identifying the usual tensions, pitfalls and traps
- Cognitive biases and counterproductive assumptions
- The principal-agent relationship

12:30 – 13:30 **Lunch**

- 13:30 – 15:00 **Negotiation analysis and preparation**
- A preparation method
 - Positions vs interests, Positional and Integrative bargaining, Negotiation tactics.

15:00 – 15:30 **Coffee Break**

- 15:30 – 17:30 **Continuation**
- Different Conflict Analysis tools: group work
 - Preparing for the role-play simulation

19:00 **Dinner**

Tuesday, Day 2

The Mediation Process

9:00 – 9:15 Recap of the previous day

- 9:15 – 10:45 **International mediation: Theory and Practice**
- Concepts of peacebuilding, conflict resolution, facilitation, negotiation, mediation
 - Third-party roles and functions
 - Connecting the different “Tracks”

10:45 – 11:00 **Coffee Break**

- 11:00 – 12:30 **Mediation phases and techniques**
- Preparing for mediation (mandate, venue setting)
 - Entering mediation (agenda and rules of engagement)
 - Managing mediation (mediating the talks, engaging the parties, caucus, brainstorming)
 - Coordinating mediation (parallel tracks, mediation support)
 - Closing out mediation (workable and durable agreements)

12:30 – 13:30 **Lunch**

- 13:30 – 15:30 **Role-play simulation**
- “Carbonia” – final stages of an agreement
 - Process is designed and conducted by the mediator

15:30 – 15:45 **Coffee Break**

15:45 – 17:30 **Continuation and Debriefing of the simulation**

18:00 **Dinner**

Wednesday, Day 3

Micro-Skills

9:00 – 9:15 Recap of the previous day

9:15 – 11:00 **Communication micro-skills**

- Practicing looping, questioning, visioning, non-verbal communication.

ad libitum **Coffee Break**

11:15 – 12:30 **Continuation**

12:30 – 13:30 **Lunch**

13:30 – 15:00 **Cross-cultural aspects of mediation**

- Theoretical framing: cultural profiling; high vs. low context, monochronic vs. polychronic, etc.
- Practical illustrations
- Examples from the African mediation context

15:00 – 15:15 **Coffee Break**

15:15 – 17:30 **Anticipating post-agreement implementation: practical and theoretical insights**

- How to monitor and implement ceasefires?
- Challenges of post-agreement implementation

18:00 **Dinner**

19:30 – 21:00 **Fireside Chat – Presentation by TBA**

Thursday, Day 4

Simulation: Negotiating the Implementation

9:00 – 9:15 Recap of the previous day

9:15 – 10:45 **Simulation:**
Introduction and preparation

10:45 – 11:00 **Coffee Break**

11:00 – 12:30 Simulation continues

12:30 – 13:30 **Lunch**

13:30 – 15:00 Simulation continues

15:00 – 15:15 **Coffee Break**

15:15 – 16:30 Parties reach final agreements

16:30 – 17:30 Debriefing

18.00 – 19.30 **Dinner**

Friday, Day 5

Final touch

9:00 – 9:15 Recap of the previous day

9:15 – 10:45 **Legal aspects of peace agreements and their implementation**

10:45 – 11:00 **Coffee Break**

11:00 – 12:30 **Further implementation-related challenges: practical examples and cases**

- (incremental) Inclusivity in peace processes
- Asymmetry between conflicting parties
- Spoiler management
- The concept of 'Insider Mediators'

12:30 – 13:30 **Lunch**

13:30 – 14:30 **Open Questions & Loose Ends**

14:30 – 15:30 **Closing**

- Feedback, Evaluation & Certificates