PEACEBUILDING AND CONFLICT TRANSFORMATION TRAINING
HELD ON 13TH -17TH APRIL 2015, NAIROBI, KENYA.
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## Acronyms

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<th>Acronym</th>
<th>Description</th>
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<tr>
<td>IOM-KENYA</td>
<td>International Organization for Migration</td>
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<td>UNMISS</td>
<td>United Nations Mission in South Sudan</td>
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<td>COPA</td>
<td>Coalition for Peace in Africa</td>
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<td>PB</td>
<td>Peacebuilding</td>
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<td>CT</td>
<td>Conflict transformation</td>
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<td>CS</td>
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Information on COPA

The Coalition for Peace in Africa (COPA) is a network of peace builders in Africa formed in 1995 when a group of concerned Africans met in Kenya to exchange their insights and experiences on the prevention of the escalation of violent conflicts in Africa. They were convinced that they needed to offer continual practical support to people and organizations on the ground faced with volatile and potentially violent conflict situations. They also recognized conflict as a major contributor to Africa’s deplorable state of poverty and underdevelopment.

The practitioners who came together found that there were no appropriate support networks in Africa for them to access and work together. Initial membership of the network came from different parts of Africa mainly alumni of Responding to Conflict (RTC) Working with Conflict Course offered once or twice a year in England. Later on, membership expanded to include other individuals and organizations interested in peace and security all over Africa.

Currently COPA is a registered in Kenya and has close relationship with regional and local organizations and practitioners in Africa and with collaborative activities in the Southern, Eastern, Horn, Central, and Great Lakes regions of Africa. Today COPA has memberships of over 200 individuals and organizations and supports their efforts through trainings, advocacy, and research initiatives throughout the African continent.
About the training

Coalition for peacebuilding in Africa (COPA) offered a one week training course on peacebuilding & conflict transformation. The five day training on "Peacebuilding & Conflict Transformation training" brought together a rich mix of participants from South Sudan, Somalia, and Kenya working in the field of peacebuilding and conflict transformation.

By the end of the five days training, practitioners had developed a clear understanding of peace, violence and conflict and their inter-relations, increased understanding of different conflict analysis tools and the inter-relations between a conflict context and intervention strategies, a better understanding of peacebuilding theories including the ones applicable to practitioners projects interventions.

Practitioners also gained more knowledge and skills of the different conflict management strategies including negotiation and mediation, and lastly a review and reflection of the indigenous mechanisms in peacebuilding that led to appreciation of the indigenous conflict resolution strategies. The team was great and the interactions that were characterized by exchange of experiences from the different work context were enriching, guided by well informed, knowledgeable and experienced facilitators. Indeed the training was a success as the feedback from the participant’s attest.

This course was designed to benefit peace actors interested in deepening their understanding of peacebuilding and wishing to work or are already working in post conflicts settings and/or wanting to include conflict sensitivity in programming.

The course aimed at providing participants with a clear understanding of the dynamics of conflict, violence and peace and to enable them to acquire a range of practical skills related to handling post violent conflict situations.
The 5 day curriculum combined class work and “open spaces” for creativity and joint action in peacebuilding theory and conflict transformation to be drawn from a variety of sources and traditions, to complement and build on indigenous African knowledge systems. Learning was based on participatory adult learning models that included inquiry, analysis and reflection from participants’ knowledge. Participants engaged in individual and group tasks, concept presentation, mini-lectures, case study analysis and videos.

The modules combined basic concepts in peacebuilding with practical opportunities to apply the concepts. The basic concepts included identifying the link between peacebuilding and development, when and where peacebuilding occurs, various roles of peacebuilders, the relationship-centered nature of peacebuilding, some basic operating principles, an integrated framework for identifying peacebuilding activities, and a visioning component.
Figure 1: Participants undertaking individual exercise
Expected Training results were:

- A clear understanding of peace, violence and conflict and their inter-relations
- Increased understanding of different conflict analysis tools and the inter-relations between a conflict context and intervention strategies
- A better understanding of peacebuilding theories including the ones applicable to participants projects interventions
- An improved awareness of the ‘Do No Harm Approach’ and how the operating context interacts with proposed interventions
- Improved knowledge and skills of different conflict management strategies including negotiation and mediation
- Appreciation of indigenous conflict resolution strategies
The Course Content

The training was an introduction to the fundamental skills, tools, theories and processes required for conflict transformation and peacebuilding practice. The following content areas were covered:

Session one

Understanding Conflict

This section was designed to help participants gain a deeper understanding of the factors that cause conflict and violence with the aim of being able to identify appropriate strategies for intervening in conflict. Different analytical models were applied to:

- Explore the nature and dynamics of conflict
- Understand different levels and types of conflict
- Analyze conflicts and causes

The session also saw the participants explore more on:

Focus of the week as an individual:

1. Attitude of changing
2. Attitude of learning
3. Focus on our strength and weaknesses
4. Who are we as peace practitioners?

Participants also shared their key values that they upheld and that were to guide them during the five days.

Values

Honesty, professionalism, peace, humility, sincerity, accountability, simplicity
Participant’s expectations

- To learn more on the local indigenous mechanisms in peacebuilding
- Gain more knowledge in PB & CT
- To learn more about conflict sensitivity

Figure 2: Participants following the training proceedings keenly
Session two

Peacebuilding theories and practice

This session provided the participants with an overview of peacebuilding theories, concepts and practice. During the sessions, participants were given the opportunity to:

- Identify context specific peacebuilding interventions
- Work in teams to practice new theories and concepts
- Apply these ideas and skills to cases that relate to their experiences and contexts

Figure 3: A participant making a presentation during the training
Session three

Conflict Sensitivity in Peacebuilding

This section looked at the strategies and methods that help peacebuilding and multi-mandated interveners to examine and take into account the unintended impacts of their interventions on the context of conflict and crisis. The participants explored:

- Understanding conflict sensitivity
- Application of conflict sensitivity in peacebuilding programs
- Conflict analysis
- Conflict sensitive approaches

Figure 4: Participants engaging in an exercise related to the topic of discussion
Session four

Skills for conflict transformation and peacebuilding

In this session participants discussed the essential skills and knowledge needed for conflict transformation in interpersonal and group settings. Some of the skills that were discussed and gained included:

- Negotiation and mediation
- Working with stories to create change
- Forgiveness and reconciliation

**Negotiation**

What is negotiation?

**Negotiation and mediation skills**

- NOTE: Once an identity has been formed it becomes hard to negotiate.
- Working with stories to create change: story telling does not have boundaries, community symbols/metaphors of healing, sacred spaces, dreams and aspirations

**Mediation skills**

- Definition of mediation
- Elements of mediation
- Six steps in the mediation process; agree to mediate, gather points of view, focus on interest, create win-win option, evaluate options and create an agreement

**When to mediate**

- Listening skills for mediators: use of body language,(non-verbal communication),paraphrase,summarize,launder the language/clean the language, limit distractions, be responsive/show that you are listening and non judgmental
- Mediation process: introduction stage, story telling stage, problem solving stage and agreement
- Merits of mediation
- Attributes of a mediator
Session five

Exploration of indigenous mechanisms in peacebuilding

Focus in this session was on the practices of indigenous mechanism in peacebuilding and discern its role in contemporary peacebuilding practice. Discussions centered on:

- Community mechanisms and peace processes
- Indigenous dispute resolution mechanisms
- Influence of indigenous mechanisms on external conflict interventions

Participant’s feedback

What has been your most important learning from this training?

- Indigenous methods of resolving conflicts
- Conflict analysis
- The conflict transformation approaches and conflict resolution methods
- Understanding conflict analysis, conflict sensitivity and peacebuilding as well as negotiation and mediation.
- Conflict transformation, negotiation and mediation process plus the tree/river
- Indigenous mechanisms of peace building and conflict resolution skills
- Community mechanisms and peace processes
- All aspects of the training
- Traditional African Conflict Resolution mechanisms
- The presentation of methods by the trainers
- African traditional principles for conflict resolution
- There are/were indigenous mechanism of solving conflicts that could address conflicts per contexts that could be different
- There is more than solving conflicts—goes to long term that is transformation
- Past seeking justice/reparations—to reconciliation and common activities between project parties in conflict
- Conflict analysis and reconciliation approach
- Experiences from other countries especially Sierra Leone and Liberia has been the most important learning
- Learning the culture of other people
Training input

In what ways will you apply what you have learned in your field of work?

- I will apply on social change and peacebuilding actors at grass root level targeting women and civil society organizations
- Participatory approach
- Reconciliatory and mediation
- I will share the knowledge I gain with my colleagues as well I will apply it in my daily work and interaction
- To deliver training to my organization employees
- This knowledge I have gained here will help me conduct peacebuilding activities with the partner CBOs my organization works with.
- I will apply what I have learnt in strengthening not only community dialogues but also building the capacities of community peace structures in engaging on sustainable peace.
- Inclusion of local traditional methods in promoting peace
- Being careful the local authorities to use in mediating conflict situations
- Awareness of local actors in traditional methods of resolving conflict.
- Incorporating indigenous mechanisms in peacebuilding and conflict transformation
- Directly on daily community dialogue, peace and reconciliation activities
- I hope to organize a training on conflict management for the staff
- Youth and children clubs
- Through training different stakeholders or sharing the knowledge with them. Also through applying some methods by myself
- Peacebuilding including conflict transformation as part of my ordinary tasks
- Share the information to staff that deals with justice by training them
- Apply to and educate the constituent target of displaced persons the activities /group work discussions would be a practical approach to use.
- How to negotiate in terms of conflicts
- When to intervene
- Participatory Action Approach engaging the people
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