



COPA
COALITION FOR PEACE IN AFRICA
COALITION POUR L'APPAIX EN AFRIQUE

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2018 Training Calendar

The following is the schedule of trainings that Coalition for Peace in Africa (COPA) will conduct in 2018 for practitioners living and working in conflict affected areas of the Continent.

Name of the Course	Training period	Training & Accommodation charges	Target Group
1. Peacebuilding & Conflict Transformation Course	26 th Feb to 2 nd March, 6 th to 10 th August 2018 Nairobi, Kenya	US\$1300	Practitioners keen to develop their capacities in a range of peacebuilding & Conflict transformation themes
2. Monitoring, Evaluation, Reporting & Learning in Peacebuilding Practice	12 th to 16 th March, 24 th to 28 th September 2018, Nairobi, Kenya	US\$1300	Practitioners wanting to gain skills and knowledge on how to measure impact of interventions as well as how to improve effectiveness in the way they do monitoring and reporting of projects
3. Gendering Human Security, Conflict Transformation and Peacebuilding Course	7 th to 11 th May & 10 th to 14 th December 2018, Nairobi, Kenya	US\$1300	Practitioners who wish to integrate gender in their peacebuilding programming using models of various United Nations Resolutions, International

			instruments & the Convention on the Elimination of All forms of Discrimination Against Women(CEDAW)
4. Conflict Analysis, Management & Mediation Course	21 st to 25 th May 2018	US\$ 1300	Practitioners who are working in conflict affected /prone areas keen to develop skills that will enable them positively transform conflicts and contribute to sustainable peace
5. Advocacy Skills Course	9 th to 13 th July 2018	US\$1300	Practitioners working as social and support workers in different professions who are keen to develop their skills in advocacy so that they can be able to identify, develop and coordinate the advocacy agenda of their Programmes/Projects
6. Strengthening Policy & Practice; meeting the challenges of working in complex environments <i>(the course will be jointly hosted with Peace Direct-UK)</i>	Dates to be determined (October)	US\$1600	<p>The training provides a platform to draw from best practices, lessons learnt, examine the interface between policy and practice for more effective approaches in peacebuilding, development and post-conflict reconstruction.</p> <p>It is relevant for those engaged in the planning and implementation of field-based programmes, and</p>

			those concerned with developing policies for appropriate responses in complex, political emergencies.
7. Training of Trainers in Peacebuilding & Conflict Transformation Course	25 th to 29 th June, then 19 th to 23 rd November 2018, Nairobi, Kenya	US\$1300	Those working in capacity building areas and keen to widen their skills and knowledge on how to design, facilitate and evaluate trainings.

In all instances, the specified charges caters for full board accommodation, tuition, resource materials, certificate of participation & Airport pick up and drop off. Those wishing to make their own accommodation arrangements pay US\$800 per course

More information on the Courses

1) Peacebuilding & Conflict Transformation Training, 26th February to 2nd March & on 6th to 10th August 2018, Nairobi, Kenya

This training is an introduction to the fundamental skills, tools, theories and processes required for conflict transformation and peacebuilding practice. The course aims at providing participants with a clear understanding of the dynamics of conflict, violence and peace while enabling them to acquire a range of practical skills related to handling post violent conflict situations. It is ideal for those wishing to work or are already working in post conflicts settings and/or wanting to include conflict sensitivity in their programming

The course has the following content areas;

- **Understanding Conflict:** This section is designed to help the 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 are applied to: *Explore the nature and dynamics of conflict, Understand*

different levels and types of conflict and to Analyze conflicts and causes.

- **Peacebuilding theories and practice:** This section gives an overview of peacebuilding theories, concepts and practice. The session gives participants' 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*
- **Conflict Sensitivity in Peacebuilding:** This section looks 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 explore: *Understanding conflict sensitivity, Application of conflict sensitivity in peacebuilding programs, Conflict analysis and Conflict sensitive approaches*
- **Skills for conflict transformation and peacebuilding:** In this section participants discuss the essential skills and knowledge needed for conflict transformation in interpersonal and group settings. Some of the skills include: *Negotiation and mediation, Working with stories to create change, Forgiveness and reconciliation*
- **Exploration of indigenous mechanisms in peacebuilding:** This section focuses on the practices of indigenous mechanism in peacebuilding and discerning its role in contemporary peacebuilding practice. Discussions are on: *Community mechanisms and peace processes, Indigenous dispute resolution mechanisms and Influence of indigenous mechanisms on external conflict interventions*

2) Monitoring, Evaluation, Reporting & Learning (MERL) in Peacebuilding Practice, 12th to 16th March 2018 & then on 24th to 28th September 2018, Nairobi, Kenya

Monitoring, Evaluation, Reporting and Learning (MERL) is an integral part of every intervention. When systematically done, MERL makes it easy to articulate a project's theory of change and determine if desired results are being achieved. It also enables programme staff to easily draw lessons from what is working and recommend appropriate measures in areas that are not doing well.

This course aims at introducing participants to MERL from a peacebuilding perspective, Enhance participants understanding of the various contextual tools of analysis applied in MERL, Expand participants' knowledge of the different MERL tools used in the peacebuilding practice, Build participants understanding of a project's Theory of Change and Enhance participants' skills in developing a learning agenda for their projects.

The training content includes:

- **Introduction to monitoring and evaluation for conflict prevention and peacebuilding:** In this session, participants are introduced to MERL from the peacebuilding practice including an understanding of the different criteria that is used to assess the effectiveness of a peacebuilding project.
- **Contextual analysis tools:** This session introduces participants to the different contextual analysis tools used in MEL.
- **Developing effective monitoring tools for conflict prevention and peacebuilding:** In this section, participants are taken through various monitoring and evaluation tools and the processes of developing an MEL plan for their specific projects. The session further focus on creating a common understanding of what an MERL plan is, what it is used for, who is involved in its designing, the most appropriate time for its designing and who it is used on

- **Developing a Theory of Change:** the session focuses on understanding what a Theory of Change is, how it is developed, its relationship to the Project Cycle and who really should be involved in its designing. This session enables participants broaden their knowledge of the project cycle and the logical linkages from one stage to the other. The session examines how proposed project activities lead to the desired social change. At the end of the session, participants are able to identify and expound on the various theories of change that inform their projects.

- **Evaluation and developing a learning agenda:** The session takes participants through the concept of evaluation and its importance and applicability in projects, the different types of evaluation and audiences are also discussed including how to develop an evaluation schedule for a project. At the end of the session, participants are able to develop an evaluation schedule for their projects and to identify some learning agenda questions for their projects.

3) Gendering Human Security, Peacebuilding & Conflict Transformation Course, 7th to 11th May then on 10th to 14th December 2018, Nairobi

The purpose of the training is to develop an understanding of gender and violence prevention in post-conflict transitions and how to integrate women in the peacebuilding processes. Participants' explore the various International Human Rights Instruments that support gendering human security, conflict transformation and peacebuilding. As an addition, there is a session on how to integrate gender into peacebuilding as an effort to ensure that during conflict prevention, management and post conflict reconstruction, women and their concerns are well represented.

The course has the following content:

- **Understanding violence against women:** Among the issues the training looks at is the escalation of violence against women in situations of violent conflicts. In this session, conflict transformation activities are

identified and planned to reduce the impact of all forms of violence against women in the participants' contexts.

- **Linking Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), Human Security and Peacebuilding:** This session helps participants identify relevant provisions in selected CEDAW articles which they can advance towards the prevention of sexual violence against women in situations of conflict.
- **Gendering Conflict transformation around UNSCRs:** the participants look at what these resolutions are, their various provisions, relation to women in conflict areas, and how to incorporate them in ongoing peacebuilding and reconstruction work within the participants' contexts.
- **Human security paradigm and its relevance to women violence prevention:** This session identifies and emphasizes the considerations for human security as an integrated approach to conflict transformation and peacebuilding.
- **Gender Mainstreaming in peacebuilding:** The session explores the various strategies that programmes/organizations can put in place to ensure effective participation and contribution of women in the processes.

4) Conflict Analysis, Management & Mediation Course; 21st to 25th May 2018, Nairobi

The Conflict Analysis, Management and Mediation Course aims at building capacities of practitioners working in conflict and post conflict settings in the continent so that they are better placed to make interventions that will contribute to building of more sustainable peace in their areas of operation.

This course will take participants through:

- a) An overview of understanding Africa's conflicts,
- b) A dissection of various tools of analysis that can contribute to more informed and inclusive interventions,
- c) A range of conflict management skills with key focus being on mediation
- d) Peacebuilding with main focus being on gender mainstreaming, Trauma awareness, healing and reconciliation

Understanding Conflict and Overview of Conflicts in Africa: This session aims at levelling participants understanding of conflict and peace. Time will be taken to go through different conflicts experienced in the continent of Africa and wherever possible there will be discussions on various strategies that have been used to halt violence and to build peace.

Conflict Analysis: The session will take participants through an understanding of what conflict analysis is and how its findings can inform intervention strategies, actors to work with and different entry levels. There will be analysis of real time conflicts experienced in participants' contexts.

Conflict Management/Mediation Skills: The session will take participants through various conflict management strategies but the key focus will be on understanding Mediation. The session will enable participants get a better understanding of the roles, skills and qualities of a mediator, understanding the mediation process including identifying and prioritizing issues, dealing with impasse, emotions and power dynamics and also moving towards resolution and closing. There will be simulation exercises using real life conflicts situations to enable the participants' synthesis the learning.

Peace Building: The session will take participants through the different peacebuilding strategies that they can use in their interventions depending on what level of society they are operating in. Focus will also be on how our interventions can institutionalize the way they engage women in initiatives. Given the post conflict nature of most Africa's operating context, time will also be given to the issue of trauma awareness, healing and reconciliation as one of the strategies that can help the continent to break from the ongoing cycles of violence at different levels of society. Different strategies that can be used to enable communities move on after conflict situations will be discussed.

5) Advocacy Course, 9th to 13th July 2018, Nairobi

The training is aimed at empowering the participants with advocacy skills so that they can be able to identify and advocate for issues that are of interest in their programmes/projects. Participants will be able to get a wider understanding of the principles, strategies and techniques of effective advocacy campaigns. Various advocacy activities that can be used in participant's contexts will be explored. Some of these will include lobbying,

flyers, newsletters, negotiations, poster campaigns, talk shows, public forums among others.

Through the training, participants will be able to identify and prioritize critical local and national advocacy issues and themes that are pertinent to their programmes. They will also be able to get a better understanding on what effective advocacy entails and how their agendas can gain support at the implementing levels.

At the end of the training, the expectations are that the participants will be able to draw up advocacy strategies at their projects levels and will also be able to execute, monitor and evaluate the same.

Content

1. **Understanding Advocacy:** The session will be an introduction to what advocacy really is and what it entails at different levels of society including strategies that the participants can employ at the different levels.
2. **Advocacy and society:** This session will help the participants to get a better understanding of the various entry levels that they can use to launch their advocacy work in society
3. **Roles and qualities of an advocate:** This session will cover the good practices of an advocate including their roles and the skills they need to have in order to be successful
4. **The Advocacy Cycle;** The session will introduce participants to the cycle of activities that take place in an advocacy campaign.
5. **Building alliances:** Effective advocacy works requires that we work with others in our campaigns. The session will help participants to gain skills of how to identify their allies at the different levels
6. **Grassroot mobilization:** This session will provide the participants with the skills necessary to gain support and following at the level of project implementation

7. **Lobbying policy and decision makers:** Advocacy goes hand in hand with lobbying the right people to help push an identified agenda. This session will enable the participants get a better understanding on how to work with the change makers.
8. **Monitoring and evaluating advocacy initiatives:** This session will take participants through the process of how to assess their advocacy initiatives to know if they are successful or not and to also get a better understanding of what needs to change.

6) Strengthening Policy & Practice; Meeting the Challenges of Working in Complex Environments Training, (dates to be determined-October) Nairobi, Kenya

The training will be conducted in partnership with Peace Direct and will provide a platform for peacemakers in the region who work at the decision-making level to draw from best practices, lessons learnt, examining the interface between policy and practice for more effective approaches in peacebuilding, development and post-conflict reconstruction.

The course is designed to draw on the experience and practice of participants, working in development, humanitarian aid or peacebuilding to influence internal policies and programmatic approaches. The course will identify how organizations can strive to balance their organizational mandate with the demands of working in complex and rapidly changing political emergencies.

- **Course aims:**

The course will enable participants to contribute to developing constructive organizational and programmatic policies that will guide practical responses in the development, humanitarian and peacebuilding fields. It will draw on the experience of participants and tutors to examine the key issues that are emerging from field-based work.

- **Course objectives:**

-Explore the relationship between organizational policy and practice in situations on instability, conflict or violence

-Deepen their understanding of peacebuilding from a conflict transformation perspective as it applies to -their work

-Apply appropriate conflict analysis to their own organizational situations

-Examine issues relating to aid and conflict in order to develop conflict sensitive policies for their organizations

-Consider the key policy and practice issues relating to the prevention of violent conflict and of peacebuilding

-Strengthening their competence to contribute proactively to the development of appropriate policies and best practices in their organizations/institutions for working in environments affected by conflict or violence

- **Suitable for:**

This course is for staff of international and national agencies and those with advisory and management responsibility for relief, development, and peacebuilding programmes. It is particularly relevant for those engaged in the planning and implementation of field-based programmes, and those concerned with developing policies for appropriate responses in complex, political emergencies.

7) Training of Trainers in Peacebuilding & Conflict Transformation Course, 25th to 29th June, then 19th to 23rd November 2018, Nairobi, Kenya

The T4T ultimate aim is to ensure that participants' abilities to be agents of change are enhanced. This is achieved by increasing their levels of knowledge and skills on how to transfer the same to their organizations and communities.

The training of trainers is aimed at:

1. Building capacities of participants to design training programmes
2. Enhancing participants abilities to conduct analysis of their beneficiaries/organization's operating contexts

3. Building up skills of participants to conduct actual training presentations/facilitation
4. Enhancing participants capacities to evaluate their training programmes

The training content includes;

- Adult learning
- Understanding capacity needs of organizations and beneficiaries
- Exploring the roles of a facilitator/trainer
- Designing a training curriculum
- Facilitation skills and techniques
- Practical exercises on designing and facilitating trainings
- Evaluating a training programme

Selected COPA trainings in 2015, 2014, 2013 & 2012

1. *Gendering Human Security, Peacebuilding & Conflict Transformation Training, 25th to 29th November 2013, 30th June to 4th July 2014, 18th to 22nd May 2016 & 7th to 11th December 2016, Nairobi; The training attracted participants working in peacebuilding, gender and development in Sudan, Kenya, South Sudan, Burundi, DRC, Somalia, Somaliland, Ethiopia, Liberia, Iraq and Lebanon. The training aims at enabling participants make linkages between UNSCRs on women participation in peacebuilding, CEDAW, human security and Conflict Transformation.*
2. *Fundamentals in conflict analysis and Resolution Training; held for 60 partners and staff members of the Danish Demining Group from 23rd to 26th February 2014 and from 31st May to 4th June 2014 in Somaliland*
3. *Strengthening Policy and Practice; Meeting the challenges of working in complex environments Course; 7th to 11th April 2014 Entebbe, Uganda &*

1st to 5th June 2016, Nairobi, Kenya; This training that aimed at broadening practitioners knowledge to link practice and policy and attracted participants from Kenya, Sudan, South Sudan, Uganda, Liberia, Tanzania, Somaliland and DRC

4. *Interrupting cycles of violence; Integrating healing and emotional wellbeing into peacebuilding & development initiatives; Nairobi, 1st to 5th July 2013;* The training aimed at enabling participants to better understand linkages between cycles of violence and unhealed trauma and how it relates to peacebuilding and conflict transformation. Participants were drawn from Kenya, Uganda, Zimbabwe, Somalia, Sudan, South Sudan, Ethiopia, Somalia and DRC.
5. *Training of Trainers in peacebuilding and conflict transformation, Nairobi, 6th to 10th May 2013, 17th to 21st November 2014 & 23rd to 27th November 2015, Nairobi, Kenya:* The training aimed at building capacities of trainers in designing, facilitating and evaluating trainings. Participants were drawn from Kenya, Somalia, Uganda, Zimbabwe, South Sudan, Ghana, Liberia, Nigeria, DRC, Ethiopia and Sudan.
6. *Training of Trainers course in peacebuilding and Conflict Transformation for IGAD Partners:* The training took place in Nazareth, Ethiopia and brought together 15 IGAD South Sudan partners representing the government and civil society organizations. This was from 17th to 21st April 2012
7. *Building Capacities for Peace training;* a series of 10 day trainings held thrice in 2011 for 51 peace and development practitioners from Kenya, Uganda, Burundi, Ethiopia, Sudan, South Sudan, Somalia, Liberia, Nigeria, Comoros, Djibouti, Zimbabwe and Ivory Coast. The trainings were held from 28th March to 7th April, then from 11th to 21st July and lastly from 21st November to 1st December

8. *Enhancing Local Capacities for Peace Training*, a 5 day course held in Gulu, Uganda for 31 peace, development and humanitarian aid partners of UN agencies operating in Northern Uganda in the period 20th to 24th June 2012

9. *Conflict Analysis and Peace Building training* for the African Union held in Nairobi, Kenya from 31st October to 2nd November 2012

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 recognised 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.

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