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2020 Training Calendar

The following is the schedule of trainings that Coalition for Peace in Africa (COPA) will conduct in 2020 for practitioners working in volatile and complex contexts in Africa and beyond.

Name of the Course	Training period	Training & Accommodation charges	Target Group
1. Peacebuilding & Conflict Transformation Course	2 nd to 6 th March 2020 Nairobi, then 16 th to 20 th November 2020, 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	20 th to 24 th April 2020, then 19 th to 23 rd October 2020, 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

<p>3. Gendering Human Security, Conflict Transformation and Peacebuilding Course</p>	<p>15th to 19th June 2020, then 7th to 11th December 2020, Nairobi, Kenya</p>	<p>US\$1300</p>	<p>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)</p>
<p>4. Practitioners in Conflict: Refreshing Skills & Creating Strategies for Change; <i>A Continuing Professional Development for Practitioners Working in Conflict Course</i></p>	<p>28th September to 2nd October 2020, Nairobi, Kenya</p>	<p>US\$1300</p>	<p>Practitioners working in the fields of Peacebuilding, Peace Keeping Operations, Development, Humanitarian Relief, Human Rights, Post War Recovery and Climate Adaptation in fragile contexts in Africa and beyond.</p>
<p>5. Training of Trainers in Peacebuilding & Conflict Transformation Course</p>	<p>17th to 21st August 2020</p>	<p>US\$1300</p>	<p>Those working in capacity building areas and keen to widen their skills and knowledge on how to design, facilitate and evaluate trainings.</p>

In all instances \$1300 caters for full board accommodation, tuition, resource materials and certificate of participation.

Those wishing to make their own accommodation arrangements pay US\$800 per course.

In all instances, airport pickups and drop offs in Nairobi are done by COPA at no extra charges.

More information on the Courses

1) [Peacebuilding & Conflict Transformation Training, 2nd to 6th March 2020, 16th to 20th November 2020, 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*

2019 selected comments on the course

- I gained more knowledge than I had expected. It was a good experience, learning from different backgrounds.
- My greatest learning was the cultural and direct violence including the hidden roles women play in conflicts and the transformative actions that need to be undertaken in order to resolve.
- The training gave me knowledge and understanding of areas that I did not know before
- Each and every session was a learning point for me. I liked the discussions held and examples shared, these connected the theory to the practical

2) Monitoring, Evaluation, Reporting & Learning (MERL) in Peacebuilding Practice, 20th to 24th April 2020, then 19th to 23rd October 2020, 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.

2019 Selected Comments on the Course

- The practical's were key in deepening our understanding
- I have a better understanding of how to develop a theory of change for our projects
- Good combination between theory and practice and space for questions and discussions

3) Gendering Human Security, Peacebuilding & Conflict Transformation Course, 15th to 19th June 2020, 7th to 11th December 2020, Nairobi, Kenya

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.

2019 Selected Participants Comments

- I have a different perspective of security; achieving high levels of human security is the key to conflict transformation

- I will always take into consideration the five principals of human security in all our programming
- I appreciate the organizational aspects of the course from the registration, the obtaining of visas, the airport pick-up and the reception at the Convent International hotel. It was all very well planned.
- I will now conduct a proper gender and conflict analysis from a human security perspective

5) Training of Trainers in Peacebuilding & Conflict Transformation Course, 17th to 21st August 2020, 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

2019 Selected Participants comments

- Consider taking this training to South Sudan at some point
- The new knowledge I got in this workshop will enable me to change the way I do trainings

- I will advocate the training to our partners who did not attend the course
- I will henceforth improve on the way I plan and facilitate my trainings

**6). Practitioners in Conflict: Refreshing Skills & Creating Strategies for Change;
28th September to 2nd October 2020, Nairobi, Kenya**

This is a new refresher course that is being run as a partnership between the Coalition For Peace in Africa (COPA) and Peace Direct (PD). COPA has over 20 years' experience designing and facilitating trainings for practitioners and organizations working in conflict settings in Africa and beyond. In 2016 Responding to Conflict, an organization with over 20 years training experiences in the globe became the training arm of Peace Direct, a UK based organization that works with local peacebuilding organizations across the world.

Target groups:

These will be practitioners working in the fields of Peacebuilding, Peace Keeping Operations, Development, Humanitarian Relief, Human Rights, Post War Recovery and Climate Adaptation in fragile contexts in Africa and beyond.

Introduction

This course has been designed as a stimulating refresher for practitioners with some experience in the field who are dealing regularly with the effects of conflict and violence, and to respond to the main challenges and questions they face in the course of their everyday work.

Some of the questions that the course will address include:

1. **Conflict Analysis:** How do we conduct real time conflict analysis so that the results are useful in informing programming?, How do we use some of the tools of analysis to determine where our programming strengths as organizations lies?, How can some of the tools of analysis legitimize our work at the community level and among our partners?
2. **Understanding Theories of change (TOC):** What is TOC?, how is it formulated?, who is involved in its formulation?, How is it connected to M/E activities?, how can we use our existing TOCs to generate organizational learning and to identify our gaps in programming?
3. **Conflict Sensitivity programming;** What are the various Conflict Sensitive approaches to programming?, which approaches work best for our programming? How do we design our programmes with a conflict sensitive lens?, What is the

correlation between the 'Do No Harm' Principle and other Conflict sensitive approaches? Are these Approaches relevant in expanding our programmes?

4. **Programming for results in Peacebuilding;** Given the fragility of some of the operating contexts which makes it hard to get the desired results, the course will address such questions as; How do we design for results?, What is the emerging evidence that PB in fragile contexts has results? How do we determine impact in our PB projects?
5. **Resilience;** Because of the kind of environment peacebuilders operate IN, many unknowingly suffer from burnout and emptiness. This session will address how individuals and teams can practice self- care and increase their emotional resilience to stressful situations.

What the Course will do

1. It will provide participants with the opportunity to broaden and enrich their current methods of analysis
2. It will provide an opportunity to understand conflict sensitivity more deeply.
3. It will enable participants to better understand the practical application of TOC in peacebuilding programming
4. It will enhance participants Capacity to learn continuously from their work, and to effectively monitor and assess impact
5. It will provide a range of ways of taking care of ourselves as practitioners, and increasing resilience

2019 Selected Participants' comments on the Premier course

- My most important learning is understanding theory of change and its applicability as a learning tool
- I will try to apply some of the tools during mediation and even to manage internal conflicts in my organization
- I have been reading the hand-out and I find it resourceful. I will use it as reference and for refreshing my learning
- Really appreciated your teaching methods, you stretched us well

Selected Partners in the 2019 Trainings

1. Himilo Organization-Somalia
2. United Nations Mission in South Sudan

3. United Nations Multidimensional Integrated Stabilization Mission in the Central Africa Republic-MINUSCA
4. GIZ Civil Peace Service-Kenya, Rwanda, South Sudan, Central Africa Republic, Democratic Republic of Congo and Ethiopia
5. Envision Zimbabwe Women Trust
6. Haki Yetu Organization-Kenya
7. Dorcas Aid International-Ethiopia
8. UNDP-South Sudan, Tanzania, Sudan and Mali
9. ZOA International-Sudan, South Sudan and Liberia
10. Social-Life & Agricultural Development Organization-Somalia
11. Catholic Diocese of Torit-South Sudan
12. Centre National d'Appui au Développement et à la Participation Populaire" (CENADEP)-DRC
13. Finn Church Aid-Somalia and South Sudan
14. Cordaid-South Sudan
15. University of Khartoum
16. UN Women-Ethiopia, Sudan and Tanzania
17. Equal Opportunities Commission-Uganda
18. War Child Canada-Uganda
19. Saferworld-Somalia
20. Ejo Youth-Rwanda
21. SOS Sahel-Sudan & Somalia
22. Interpeace-Somalia & Great Lakes Programmes
23. Ministry of Youths and Sports-Liberia
24. UNFPA Burundi
25. Kituo Cha Sheria-Kenya

26. Rural Women Peace Link-Kenya
27. Awareness Against Human Trafficking-Kenya
28. Refugee Consortium-Kenya
29. Vision Jeunesse Nouvelle-Rwanda
30. American Friends Service Committee-Somalia Programme
31. Turning the Tide /Alternatives to Violence Programme-Kenya Trust

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.

For more information please contact:

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