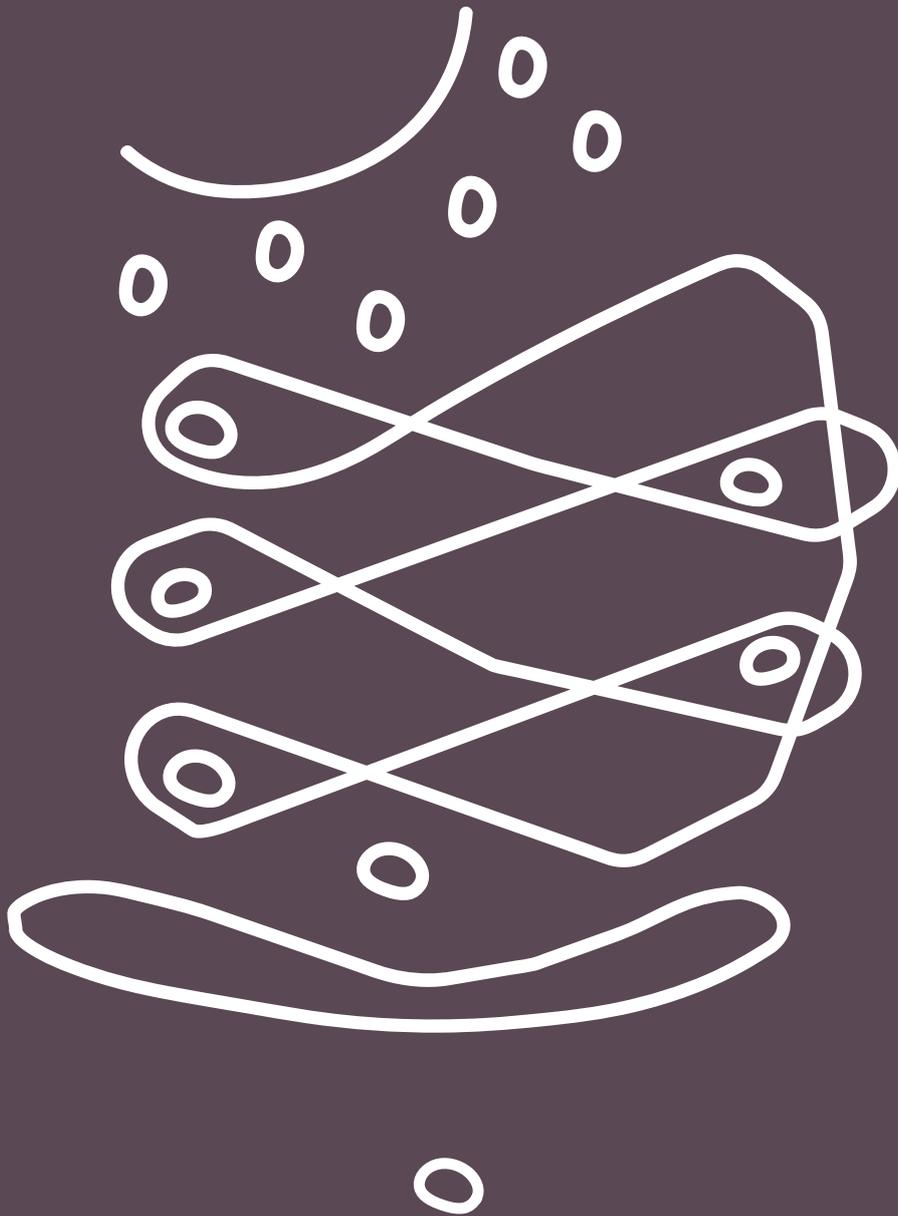


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conflict transformation

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programme name:

Conflict as a spice - introduction to conflict transformation

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-

analysis of the context:

[How is the situation now? What is the challenge?]

Conflicts are definitely a part of our lives and will remain with us forever. They are a **vital element** of human interactions and relationships. Recognizing and transforming conflicts is a lifelong learning process, especially since conflicts often appear in various forms and under different circumstances. Learning about them and analyzing them helps us develop soft skills that can be valuable in many areas of our lives, for example: to build respectful and **stronger relationships** with the people closest to us.

What's more, in today's world, where new violent conflicts are emerging in many parts of the globe, it is crucial to involve more and more people in discovering and learning about peacebuilding and **nonviolence**, so that our societies do not fall into a **trap of violence**. A first step towards peacebuilding and fostering a constructive and deeply **sincere way of connecting with others** is to recognize the conflicts that are present in our daily lives, that they can be a source of growth, as soon as we learn how to address them nonviolently. To do this, we need to acquire the tools to transform them. Only then can we truly enter on a nonviolent path toward active peacebuilding.

Learning about conflict transformation can also provide a useful lens for analyzing the conflicts frequently discussed in our communities, those that may not affect us directly but are **common topics of conversation**. In this way, knowledge of conflict transformation can contribute meaningfully to discussions about large-scale violent conflicts and might even shift someone's perspective on these issues, especially when **cultural factors** are taken into account.

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target group:

[For whom is the programme? Who will be participating?]

Local community. We propose a programme which can connect people in your local community. Engaging people from different age groups and professional backgrounds can create a space safe to share authentically about everyday life conflicts, and explore them from a variety of perspectives. Although it may be more challenging to involve participants from various generations, we believe an intergenerational approach can be far-reaching, especially considering the diversity of topics regularly discussed in various age groups.

Since conflict transformation is one of the most universal topics, it doesn't necessarily need to be tied to extensive training on peacebuilding. People do not have to be directly involved in youth work or active citizenship to benefit from or contribute to this learning process.

learning objectives:

[Which competences of your participants you want to develop?]

Learning about conflict transformation can have various aims, as conflicts arise in many different contexts. The main learning direction we propose is to get familiar with the conflict and to take away its common stigma that conflict equals violence.

We propose the following learning objectives:

- to explore the concept of conflict and its various types. It would be crucial to clarify that conflict can assume many forms, and physical conflict is just one of them;
- to guide participants toward understanding that conflicts are a natural part of life and they have neutral nature. The goal is not to eliminate conflicts, but rather to learn how to manage and transform them;
- to develop skills in mapping, analyzing, and transforming conflicts;
- to explore conflict transformation more deeply and learn how to address conflicts in a nonviolent way;
- to learn about various cultural approaches to conflict. Participants will gain insight into how various cultures handle conflict. This can inspire them to reflect on and possibly shift their own perspectives.



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methodology and sessions:

[What will be inside your programme? How will you make sure it is long term and not a one time workshop?]

Working methods will be based on the non-formal education approaches.

The programme could consist of the following sessions:

Session 1: Exploration of the concept of conflict

The first session is an introductory meeting to become aware of our biases about conflict, share and compare our perspectives, inspire each other, and encourage further participation and curiosity. Through interactive and creative tasks such as painting, placing objects, and sharing metaphors, we will represent conflicts in ways that participants are familiar with, as well as the one which shows new approaches to conflict.

Session 2: How to deal with conflicts?

In the second session, we will explore different conflict management styles. By bringing back examples of conflicts from our first session, we will introduce modes of management such as: avoidance, competition, collaboration, accommodation, and compromising (see inspiration: *The Book of Peace Design - session titled Conflict Handling Modes, p.91*)

Session 3: Nonviolence as a value

The conflict transformation we aim to promote is closely related to Nonviolence. In this session, we will present a broader perspective on Nonviolence – not only as a method, but as a movement toward a more peaceful and open society, especially one that refuses to harm others. Conflict transformation is an essential element of nonviolent action.

Session 4: NVC as a tool for transforming conflicts

Here, we will introduce Marshall Rosenberg's method- Nonviolent Communication (NVC), and explore how it can be used in the process of conflict transformation (see inspiration: *The Book of Peace Design - session titled Tools for Conflict Transformation, p.105*)

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Session 5: Managing emotions in conflict

This session focuses on exploring and accepting our emotions and attitudes toward conflict. It will be a fundamental part of the training, as emotions are often avoided or ignored in conflict analysis, even though they are one of its crucial components.

Session 6: Conflict analysis tools

In this session, we will present tools useful for analyzing conflicts, such as the Conflict Triangle by Johan Galtung. We believe this is a transparent and versatile tool that gives access to different layers of conflict: context, attitudes, and behavior. It can be used to map both simple and complex conflicts, allowing participants to apply it to their own experiences and to gain a better understanding of international conflicts as well.

Session 7: Conflicts resolution around the world

In the final session, after having explored conflict transformation in depth, we will focus on different cultural approaches to conflict. We will reveal that many concepts participants have learned in previous sessions are actually embedded in traditional practices of various cultures, such as Buddhist or Inuit approaches (see inspirations: *Letters Against the War* or *Patterns of Culture*)

format and timeframe:

This programme was designed with the intention to implement it in offline format with the meetings frequency of once a week or once every two weeks.

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evaluation:

[What will be the impact/change you would like to see? How to measure it?

The programme aims at development of the competences of learners in the field of conflict transformation, thus it is planned to see the following outcomes in their learning:

- acceptance of conflicts as a usual part of life,
- understanding the concept of conflict and being able to map and analyze conflicts,
- understanding and managing emotions related to conflict,
- understanding and explaining nonviolence as a value and as a movement,
- ability to use nonviolent communication in everyday life conflicts,
- ability to transform conflicts in a nonviolent way.

The development of the skills will be measured through:

- self-assessment formulaires filled in before and after the programme (see example in the “Evaluation step”)
- written evaluation forms after the end of the programme
- interviews planned a few months after the implementation of the programme.

inspirations & further readings:

- **Book:** Tiziano Terzani, Letters Against the War
- **Book:** Ruth Benedict, Patterns of Culture
- **Manual:** Youth Peace Ambassadors Network, The Book of Peace Design
- **Website:** Inglehart & Welzel, World Values Survey
- **Video:** Breaking the Cycle of Violent Conflict with Johan Galtung

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