



International Center on Conflict and Negotiation

The Educational Training Programmes of ICCN: Conflict Management, Peacebuilding, Gender Equality, Diversity, Tolerance.

The Mission and Aim of the Educational Training Programmes

The idea of the Educational Programmes of ICCN is the following: frustration and stress caused by various factors result in the increased aggression level and decreased rationality; even a minor conflict might have an absolutely unexpected negative outcome. The implementation of training programmes on conflict resolution and dissemination of new type of skills and knowledge in the societies with the above conditions, gains a special importance here. An individual equipped with this type of knowledge is better adjusted to the society; his social activity becomes positive and useful on both individual and social levels.

Training in conflict management is intended for the groups of people directly involved in conflict situations and their management. These are IDPs from the conflict areas of Georgia, staff of law enforcing bodies, journalists, military staff and representatives of government structures. For the purpose of training it was decided to make selection of trainees among the leaders of formal and informal groups. The selection principle is the following: since leaders are actively involved in different social activities and are naturally placed to influence and organize their communities, they will have an opportunity to cascade the knowledge acquired in course of the training and use effective communication skills in practice.

The training sessions of ICCN are basically provided by the facilitators' team, even though it is attended and psychologically monitors by a team of psychologists.

The Programme is based on the deductive method of teaching. In particular, the theoretical material is presented to participants only after their participation in a specially planned exercise, role playing or some other activity. Thus, the participants have an opportunity to think about the experience acquired by them in a concrete situation and make corresponding generalizations.

The standard training session lasts for one week, trainees are provided with ICCN's Certificate. As for the Training of Trainers (ToT) participants are selected from former trainees of ICCN.

The knowledge acquired by training participants is checked with the use of a closed questionnaire developed by the facilitators' team. Each question is followed by three possible answers. Participants are asked to put circle around one correct answer. The analyses of the questionnaire show the extent to which the participants have learned the presented material.

In order to test psychological changes in the participants of the training, the participants were asked to complete a two scale questionnaire before and after the training. Two identical versions of the

questionnaire were used before and after the training. One of the parameters of the questionnaire is the so called “modernism scale”. It measures the extent to which common human values are shared. The other scale for “locus of control” measures initiative and responsibility for one’s own behaviour.

The atmosphere at the training sessions always formed as open, trustful and tolerant.

The Educational Programmes training training sessions of ICCN pursue the following objectives:

- 1) Acquisition of experience in conflict management, peacebuilding, gender equality, and diversity by participants of the training;
- 2) Development of effective communication skills to avoid conflict intensification;
- 3) Changing approach to conflicts, in general; broadening behaviour patterns in conflict situations; formation of tolerant attitude towards the difference in opinions; development of flexibility in problem management; fostering an individual’s activity by making him aware of his share of responsibility and by undertaking responsibility;
- 4) Changing attitude towards gender equality, becoming gender sensitive, supporting women’s resource development in conflict resolution, and social and political processes.