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**Conflict
Resolution
Training
Program
in Georgia**



The Conflict Resolution Training Program in Georgia

started in December 1996 with support from the Norwegian Refugee Council (NRC). In the initial stages of the Program implementation limited support was also provided by the John D. and Catherine T. MacArthur Foundation and the Open Society - Georgia Foundation.

The Program includes a series of training seminars, normally one week-long. The trainees obtain theoretical knowledge and practical skills in conflict prevention and resolution that help them cope with problems and overcome crises.

The training seminars are specially designed for people who have been involved in ethnic, political, religious, social, and inter-group conflicts in the Caucasus, or deal with conflict situations as part of their job.

In 1996-97 monthly Bulletin "The Alternative" was published by the Program. Since 1998 it is being issued under the new name, "An Alternative to Conflict".

Everyone has his/her own experience of conflict situations. What makes a fundamental importance in practical applications of any conflict theory is not what a conflict situation is, but what the actors think it is, i.e.

the problem of
CONFLICT UNDERSTANDING
largely depends on the problem of
CONFLICT PERCEPTION.

Conflict Resolution Training
program in Georgia
presents trainings on:

- What is Conflict
- The Stages of Conflict Development
- The Ways of Conflict Resolution
- Effective Communication
- Problem-Solving Strategies
- Participatory Decision-Making
- Facilitation
- Active Listening & Communicating Emotions
- Creative Thinking
- Negotiation
- Cooperation

The training demonstrates
that
**THERE ARE NO UNMANAGABLE
SITUATIONS
& UNSOLVABLE CONFLICTS**

and you will be able to:

- reveal a positive side of conflict
- overcome conflict situation
- obtain effective communication & active listening skills
- see partner in your rival
- regulate your own emotions
- choose an effective problem-solving strategy
- negotiate effectively
- reach mutually acceptable decision

You will learn fundamentals, and be
able to use the techniques of
**Alternative Dispute Resolution
(ADR)**



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