

PROGRAMME
SKILLS DEVELOPMENT FOR CONFLICT TRANSFORMATION
TRAINING WORKSHOP FOR SENIOR OFFICIALS
ZIMBABWE
OFFERED UNDER THE AUSPICES OF THE UNITED NATIONS
DEVELOPMENT PROGRAMME (UNDP)
AND
THE AFRICA UNIVERSITY

Date

13-17 August 2001

Venue

Troutbeck Inn, Nyanga

Chairperson

Prof. Rokudzo Murapa, Vice Chancellor of the Africa University

Alternate:

Dr. Anderson Shankanga, Acting Director, Institute for Peace, Leadership and Governance.

Resource person

Ambassador B. Kiplagat, Retired Ambassador of the Republic of Kenya and experienced mediator in African conflicts

Facilitators

Dr. Andries Odendaal, Centre for Conflict Resolution, Cape Town

Mr. Ozonnia Ojielo, Centre for Conflict Resolution and Peace Advocacy, Nigeria

Programme

Monday, 13 August 2001

13:30 – 14:00 Welcome address:

The Resident Representative, UNDP: Mr. Angelo

The Vice Chancellor, Africa University: Prof. Murapa

14:00 – 15:30 Introductions by participants

Expectations

Principles of Engagement

15:30 – 16:00 Tea/coffee

16:00 – 18:00 Sources of conflict in Africa
Ambassador B. Kiplagat

Tuesday, 14 August

08:30 – 09:00 Open window

09:00 – 10:30 Case study: Ambassador Kiplagat

10:30 – 11:00 Tea/coffee

11:00 – 11:30 Concept clarification: conflict; peace; reconciliation

11:30 – 12:30 Circle of Conflict (to be applied to the case study)

12:30 – 14:00 Lunch

14:00 – 15:30 Cultural communication styles

15:30 – 16:00 Tea/coffee

16:00 – 17:30 Listening skills: the four levels of listening

17:30 – 18:00 Evaluation of the day

Wednesday, 15 August

08:30 – 09:00 Open window

09:00 – 10:30 Listening skills (continued)

10:30 – 11:00 Tea/coffee

11:00 – 12:30 Non-threatening communication

12:30 – 14:00 Lunch

14:00 – 15:30 Perceptions and empathy

15:30 – 16:00 Tea/Coffee.

16:00 – 18:00 Building trust

Thursday, 16 August

08:30 – 09:00 Open window

09:00 – 09:30 Spectrum of conflict management approaches and third party roles

09:30 – 10:30 Pre-negotiation process

10:30 - 11:00 Tea/coffee

11:00 – 12:30 Negotiation skills: positions and interests

12:30 – 14:00 Lunch

14:00 – 16:00 Negotiation role-play

16:00 – 16:30 Tea/coffee

16:30 – 18:00 Sustainable agreements

Friday, 17 August

08:30 – 09:00 Open window

09:00 – 10:30 Lessons for African negotiators

10:30 – 11:00 Tea/coffee

11:00 – 12:00 Brief introduction to mediation

12:00 – 13:00 Evaluation of workshop
Closure