

PAPER – XVII

SKILLS FOR CONFLICT TRANSFORMATION

This paper seeks to provide a theoretical and practical understanding of the field of conflict transformation, focusing on skills for responding to conflicts at the middle and grassroots level with the aim of transforming relationships. This will be imparted by utilizing role plays, simulations and other experiential tools.

Unit I: Introduction to Conflict Transformation

1. Concepts
2. Origin and Growth of the Field
3. Lenses

Unit II: Analytical Skills

1. Theories
2. Analytical Tools
3. Actors and Approaches

Unit III: Communication and Facilitation Skills

1. Active Listening and Communication
2. Dialogue
3. Facilitation

Unit IV: Mediation & Negotiation Skills for Responding to Community, Group & Inter-personal Conflicts

1. Middle and Grassroots Level Approaches to Mediation and Negotiation
2. Community, Group & Inter-personal Conflicts: Process of Mediation
3. Community, Group & Inter-personal Conflicts: Process of Negotiation

Unit V: Trauma Healing and Reconciliation

1. Trauma Awareness and Recovery
2. Reconciliation: Concept and Process
3. The Praxis of Reconciliation

READINGS:

1. Simon Fisher et al, *Working with Conflict: Skills & Strategies for Action*, Zed Books & Responding to Conflict, New York, 2000
2. Johan Galtung, *Conflict Transformation by Peaceful Means – The Transcend Method, Participants' Manual/Trainers' Manual*, United Nations Disaster Management Training Programme, UNDP, 2000
3. Alan C. Tidwell, *Conflict Resolved: A Critical Assessment of Conflict Resolution*, Pinter, London & New York, 1998
4. John Paul Lederach, *The Little Book of Conflict Transformation*, Good Books, New York, 2003
5. James A. Schellenberg, *Conflict Resolution: Theory, Research and Practice*, State University of New York Press, New York, 1996
6. Jayne Seminare Docherty, *Learning Lessons from Waco: When the Parties bring their Gods to the Negotiation Table*, Syracuse University Press, Syracuse, New York, 2001
7. John Paul Lederach, *Building Peace: Sustainable Reconciliation in Divided Societies*, United States Institute of Peace Press, Washington, D.C., 1997
8. Lisa Schirch & David Campt, *The Little Book of Dialogue for Difficult Subjects: A Practical, Hands-On Guide*, Good Books, Intercourse, PA, 2007
9. Ron Kraybill & Evelyn Wright, *The Little Book of Cool Tools for Hot Topics: Group Tools to Facilitate Meetings When Things Are Hot*, Good Books, Intercourse, PA, 2006
10. D. Kelsey & P. Plumb, *Great Meetings! How to Facilitate Like a Pro*, Handson Park Press, Portland, Maine, 2001
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12. David W. Ausburger, *Conflict Mediation Across Cultures: Pathways & Patterns*, Westminster/John Knox Press, Louisville, Kentucky, 1992
13. William Ury and Roger Fisher w/ Bruce Patton (ed.), *Getting to Yes: Negotiating Agreement Without Giving In*, Penguin Books, New York, N.Y., 2nd edition, 1991
14. Jayne Seminare Docherty, *The Little Book of Strategic Negotiation: Negotiating During Turbulent Times*, Good Books, Intercourse, PA, 2005
15. Carolyn Yoder, *The Little Book of Trauma Healing: When Violence Strikes and Community Security is Threatened*, Good Books, Intercourse, PA, 2005
16. David Bloomfield, Teresa Barnes & Luc Huyse (eds.) *Reconciliation After Violent Conflict: A Handbook*, International Institute for Democracy and Electoral Assistance (IDEA), Stockholm, 2003
17. T.K. Oommen, *Reconciliation in Post-Godhra Gujarat: The Role of Civil Society*, Pearson Longman, New Delhi, 2008
18. Susan Collin Marks, *Watching the Wind: Conflict Resolution During South Africa's Transition to Democracy*, United States Institute of Peace Press, Washington, D.C., 2000
19. L. Reyhler & T. Paffenholz (eds.), *Peacebuilding: A Field Guide*, Lynne Rienner Publishers, Boulder, London, 2001
20. John Paul Lederach & Janice Moomaw Jenner (Eds.), *A Handbook of International Peacebuilding: Into the Eye of the Storm*, Jossey-Bass Publishers, San Francisco, 2002

21. *Berghof Handbook*, Berghof Research Centre for Constructive Conflict Management
<http://www.berghof-handbook.net>