

# INTERNATIONAL SEMINAR: “IMPROVING AND ASSESSING SKILLS FOR CIVILIAN PEACE MISSIONS”

(Marly-Le-Roi, July 2-6)

## PROGRAMME

		Morning 1 9h -11h		Morning 2 11h30 - 12h30		Afternoon 1 14h30 - 16h		Afternoon 2 17h - 18h30	Evening
<b>Monday July 3</b>  <i>Enhancing skills for fieldwork</i>	<b>Introduction</b>  <ul style="list-style-type: none"> <li>➤ Presentation of the seminar</li> <li>➤ Presentation of the participants and their expectations</li> <li>➤ Technical informations</li> </ul> <i>Facilitator: Aurélien Tobie and Chloée Albaret</i>	B R E A K	<b>Nonviolent Peaceforce’s training and recruitment process</b>  <ul style="list-style-type: none"> <li>➤ Talk to present NP training process</li> <li>➤ Question: which needs are answered by the NP training process?</li> </ul> <i>Christine Schweitzer</i>	L U N C H	<b>MAN ICP training process</b>  <ul style="list-style-type: none"> <li>➤ Description of IFMAN ICP training process through practice (i.e. theatre forum)</li> <li>➤ Presentation of the structure of the training sessions</li> </ul> <i>François Lhopiteau</i>	B R E A K	<b>Debate:</b> <b>How to ensure that our training enhance the skills needed on the field? Which skills do our different trainings and assessments focus on?</b>  <ul style="list-style-type: none"> <li>➤ Debate on the content of the day’s sessions, exchange of experiences</li> <li>➤ Possibility for the participants to present their work</li> <li>➤ Lessons learnt</li> </ul> <i>Facilitator: Aurélien Tobie</i>	Free for participants	
	<b>MAN’s approach to training</b>  <ul style="list-style-type: none"> <li>➤ MAN training/assessment exercise</li> </ul> <i>François Lhopiteau</i>		3 0 m i n		<b>Peaceworkers UK’s approach to training</b>  <ul style="list-style-type: none"> <li>➤ Talk on how Peaceworkers designs its trainings and the different levels</li> </ul> <i>Tim Wallis</i>		2 h o u r s		<b>Nonviolent Peaceforce’s assessment</b>  <ul style="list-style-type: none"> <li>➤ Example of NP assessment exercise (assessment on the suitability between candidates and the organisation)</li> </ul> <i>Christine Schweitzer and Alessandro Rossi</i>

	Morning 1 9h -11h		Morning 2 11h30 - 12h30		Afternoon 1 14h30 - 16h		Afternoon 2 17h - 18h30	Evening
<b>Wednesday July 5</b> <b>Skills Assessment</b>	<p><b>Peaceworkers UK's Simulation</b></p> <ul style="list-style-type: none"> <li>➤ Presentation of the level 1 Simulation</li> </ul> <p><i>Tim Wallis and Aurélien Tobie</i></p>	B R E A K	<p><b>Peaceworkers UK's Simulation</b></p> <ul style="list-style-type: none"> <li>➤ Learning through practice: running the simulation</li> </ul> <p><i>Tim Wallis and Aurélien Tobie</i></p>	L U N C H	<p><b>Peaceworkers UK's Simulation</b></p> <ul style="list-style-type: none"> <li>➤ Explanation of the simulation</li> <li>➤ Description of higher level simulations</li> <li>➤ What are the tools to do an assessment?</li> </ul> <p><i>Facilitator: Tim Wallis</i></p>	B R E A K	<p><b>Debate: To which extend can we assess people?</b></p> <ul style="list-style-type: none"> <li>➤ Debate on possibility / usefulness of different assessment methods</li> <li>➤ Possibility for the participants to present their methods</li> <li>➤ Lessons learnt</li> </ul> <p><i>Facilitator: Alessandro Rossi</i></p>	Free for participants
<b>Thursday July 6</b> <b>From training to deployment: coherence between training, recruitment, assessment and deployment</b>	<p><b>Workshops on the coherence between training, assessment, recruitment and deployment</b></p> <ul style="list-style-type: none"> <li>➤ How can we make our training and assessment compatible?</li> <li>➤ How can we incorporate lessons learnt from the field into our trainings?</li> <li>➤ How does recruitment fit into this?</li> </ul>	3 0 m i n	<p>To be defined according to the needs of the participants</p>	2 h o u r s	<p><b>Plenary<sup>1</sup></b></p> <ul style="list-style-type: none"> <li>➤ Sharing of conclusions</li> <li>➤ Analyse of the training process: <b>how can we fit what we do in a common training process map?</b></li> <li>➤ Next steps?</li> </ul> <p><i>Facilitator: Alessandro Rossi</i></p>	3 0 m i n	<ul style="list-style-type: none"> <li>➤ Continuation of the plenary (if necessary)</li> <li>➤ Departure between 17h and 18h30</li> </ul>	



PeaceworkersUK



Partnership with **Comité ICP**, made of 8 organisations : CCFD, Collectif Guatemala, Comité de Solidarité avec les Communautés du Bas Atrato, EpB, IRNC, MAN, Pax Christi France, PBI France.

ARCA - Association and Resources for Conflict Management Skills - [www.peacetraining.org](http://www.peacetraining.org)



co-financed by the European Commission's Socrates Programme

<sup>1</sup> A synthesis of our recommendations and best practices, compiling the conclusions of the plenary session, will be done by the coordinators after the Seminar.