

| Course Code | Course Title | Contact Hrs/Week | Credits |
|-------------|---|------------------|---------|
| GIR 5018 | Conflict resolution and transformation skills (Elective) | 4 LEC | 4 |

This is a skills based course.

Course rationale

This is a skill- based course, which aims at making the learners gain relevant cognitive and practical skills relating to analyzing and resolving conflicts in various walks of life.

Learning outcome

On completion of this course the learners will achieve the necessary cognitive competence and practical skills to analyse conflicts and discern one’s own and that of others’ styles of resolving conflicts at different levels. The course will equip the learners to successfully engage in negotiations , mediation and facilitation at interpersonal and intergroup levels through various games and simulation exercises.

Course contents

1. Meaning of conflict - Basic principles and approaches to conflict resolution- conflict analysis
2. Conflict management, resolution and transformation- interests – positions - needs and values
3. Negotiations- Approaches and strategies – hard, soft and principled approaches- BATNA
4. Mediation – Types and processes- qualities and skills of a mediator – mediation stages
5. Facilitation – problem solving workshops- facilitating behaviours
6. Transformation –Lederach’s framework: Truth , justice , peace and mercy

Reading list

Susskind, Lawrence E. and Jason Corburn 1999. Using Simulations to Teach Negotiation: Pedagogical Theory and Practice. (PON Working Paper 99-3.) Cambridge: Program on Negotiation at Harvard Law School.

Svensson, Johan 2001. Designing Training Programs: The Life and Peace Institute Approach in Somalia, in: Luc Reyckler and Thania Paffenholz (eds.). Peacebuilding. A Field Guide. Boulder/London: Lynne Rienner Publishers, 291-300.

Truger, Arno 2001. Training Peacebuilders and Peacekeepers, in: Luc Reyhler and Thania Paffenholz (eds.). Peacebuilding. A Field Guide. Boulder/London: Lynne Rienner Publishers, 35-42.

Bush, R. A. Baruch and Joseph Folger 2005. The Promise of Mediation: The Transformative Approach to Conflict. New and revised edition. San Francisco: Jossey-Bass.

Fisher, Roger and William Ury 1981. Getting to Yes. Negotiating Agreement without Giving In. Boston: Houghton Mifflin

Lederach, John Paul 2005. The Moral Imagination. The Art and Soul of Building Peace. New York: Oxford University Press.

Lederach, John Paul 1997. Building Peace. Sustainable Reconciliation in Divided Societies. Washington, DC: United States Institute of Peace. Lederach, John Paul 1995. Preparing for Peace. Conflict Transformation Across Cultures. Syracuse, NY: Syracuse University Press

Miall, Hugh, Oliver Ramsbotham and Tom Woodhouse 2011. Contemporary Conflict Resolution. The Prevention, Management and Transformation of Deadly Conflicts. 3rd edition. Cambridge: Polity Press.

Schrock-Shenk, Carolyn and Lawrence Ressler (eds.) 1999. Making Peace with Conflict. Practical Skills for Conflict Transformation. Akron: Mennonite Conciliation Service

Scannel, Mary, 2010. The Big Book of Conflict Resolution Games, New York: McGraw-Hill.