

TOWARDS INTEGRATED PEACEBUILDING



**PSYCHOSOCIAL SKILLS & PROFESSIONAL
CARE FOR PEACEBUILDERS IN THE FIELD**



Towards Integrated Peacebuilding

Trainings to Improve Psychosocial Skills
& Professional Care for Peacebuilders in the Field

Introduction

IAHV Peacebuilding's **Towards Integrated Peacebuilding** Training Program is a bespoke program created to provide professional peacebuilders and peacebuilding organizations with the experience and skills to improve and integrate psychosocial skills and self-care into their peacebuilding work.

Spread over 12-22 hours and 3-5 consecutive days, this training consists of 3 components:

1. Providing for Peacebuilders: Personal resilience and stress management (also known as the Providing for Peacebuilders training)
2. Framing & Factors: Overview and in-depth examination of psychosocial frameworks of analysis and specific factors.
3. Professional Skills Training: Providing tools for analysis, design and delivery of psychosocial interventions to increase sustainability and effectiveness of peacebuilding outcomes.

This program has been designed by experienced practitioners and peace workers for practitioners in the field to address a critical component of effective peacebuilding far too often overlooked. The integration of a strong personal experiential component with professional skills training to improve peacebuilding practice makes this a uniquely powerful program.

“WE ARE OFFERING PSYCHO SOCIAL SUPPORT PROGRAMS, BUT WE HAVE NEVER DONE AN ANALYSIS LIKE THIS TO UNDERSTAND WHAT ARE ACTUALLY THE PSYCHO SOCIAL FACTORS WE NEED TO WORK WITH. NOW I KNOW WHY I SEE THAT LOOK OF UNSATISFACTION IN THE EYES OF THE REFUGEES I WORK WITH: MY PROGRAM AND APPROACH LACK THEIR WELLBEING! THANK YOU FOR TEACHING US A NEW PERSPECTIVE OF PEACEBUILDING.” (SYRIAN REFUGEE CAMP COORDINATOR, TRIPOLI)

“I THINK THIS WILL ADDRESS THE ROOTS OF CONFLICT, THE PSYCHOLOGICAL DIMENSION THAT NOBODY DEALS WITH OR COMES CLOSE TO. THIS IS AN EFFECTIVE GROUP APPROACH FOR PSYCHO-SOCIAL ISSUES. I FELT THE EFFECT OF THE TECHNIQUES FOR MYSELF ON MANY LEVELS AND I THINK IT WOULD BE VERY PRACTICAL TO EXTEND IT TO MY SOCIAL ENVIRONMENT AND WORK SINCE IT IS A REAL NEED. WE NEED TO INTRODUCE NOW EFFECTIVE TECHNIQUES TO DISSOLVE TENSION BETWEEN MANY PEOPLE.” (SANAA, SOCIAL WORKER, BEIRUT)



Program Content & Design

- **Providing for Peacebuilders: Personal resilience and stress management training**
 - Draws upon proven and scientifically validated techniques to assist people working in difficult, challenging and often traumatic contexts to deal effectively with emotional and physical stresses. The central focus here is on ensuring health and well-being for peaceworkers and partners in the field, improving awareness of how our environment and context can affect our ability to engage proficiently in peace work, as well as concrete techniques and methods to assist us in dealing with stress and other emotional barriers, and to help others do so as well – integrating psycho-social health and well-being and personal resilience and stress management into effective peace work

- **Framing & Factors:** Overview and in-depth examination of psychosocial frameworks of analysis and specific factors.
 - Draws upon concrete experiences in applied psycho-social peacebuilding interventions as well as knowledge about the psychology and functioning of human beings in conflict and violence/war experiences and contexts;
 - Trains participants to identify and engage with often 'hidden' or 'buried' sides of conflict and trauma which can be deeply impacting communities/parties behaviours and experience of conflict
 - Helps participants develop practical wisdom and skills to deal with challenging situations and people and to improve personal and professional performance
 - Includes: interactive group processes and discussions and practical support for self-reflection, learning and growth

- **Professional Skills Training:** Providing tools for analysis, design and delivery of psycho-social interventions to increase sustainability and effectiveness of peacebuilding outcomes.
 - Analysis of psycho-social factors in conflict contexts
 - Identification of key psycho-social needs and opportunities in programming context
 - Designing and integrating effective psycho-social interventions for increased impact
 - Uncovering peacebuilding assumptions
 - Learning from the Field: Learning from applied cases of psycho-social dimensions to peacebuilding programming

Each training is tailored to the needs of the organisation / participants / specific peacebuilding program. Advanced next step trainings and follow up support and customised assistance are available.



Benefits

- Practical benefits to both personal well-being and resilience and inter-personal and team dynamics;
- Improved health, immunity, sleep and reduced anxiety, depression, burn-out
- Increased energy levels and sense of rejuvenation
- Deep release of chronic and accumulated stress, trauma and healing
- Access to inner peace in the midst of conflict
- Increased understanding of the integrity of psycho-social factors in every stage, level and sector of peacebuilding, and of their crucial contribution to the failure or success of peacebuilding processes
- Increased confidence and skills to identify and integrate key psycho social factors into peacebuilding programming for increased and sustainable impact
- Finer intuition, increased creativity, better clarity of mind and greater focus
- Improved ability to manage challenging situations and people
- In-depth insight in our nature and functioning as human beings (both ourselves and others)
- Increased awareness and self-knowledge about one's own mind, emotions and inner life
- Nourishment of our inner resources that support the development of peacebuilding skills and internalization and strengthening of already learned peacebuilding skills
- More ease, sensitivity and harmony in interpersonal relationships and a deeper sense of team and community

“OUR WORDS AND HOW WE BEHAVE AS PEACEWORKERS ARE THE EQUIVALENT IN OUR FIELD TO A SURGEON’S HAND WHEN DOING SURGERY. JUST AS THE SLIGHTEST SHAKE OR MISTAKE IN SURGERY CAN CAUSE HARM, WE ALSO NEED TO BE INTIMATELY AWARE OF HOW OUR WORDS AND BEHAVIOUR ARE UNDERSTOOD AND PERCEIVED, AND TO OURSELVES MODEL AND MANIFEST THE VALUES AND PRACTICE WE’RE PROMOTING.”
(KAI BRAND-JACOBSEN, DIRECTOR OF THE DEPARTMENT OF PEACE OPERATIONS (DPO) AND GLOBAL PEACEBUILDING ADVISER TO IAHV)

The benefits of the techniques taught in the training are immediate and deepen over time with continued personal / group practice. Several independent studies on the numerous mental and physical health benefits of the training, such as reducing cortisol and alleviating depression, anxiety and PTSD, have been published in international peer-reviewed journals. (www.aolresearch.org)

“YOU ARE MORE SPECIALISED THAN ANY OF THE AGENCIES PROVIDING PSYCHO-SOCIAL SUPPORT.”
(YOUTH WORKER, TRIPOLI)

“I ALWAYS FELT THAT THE ACTIVITIES WE DO ARE EXPERIENCES LIKE PUTTING UP MAKE-UP BUT NOTHING THAT REALLY BRINGS A CHANGE FROM INSIDE.” (PROTECTION AND EDUCATION WORKER, TRIPOLI)



Towards Integrated Peacebuilding: Who is it designed for?

Individuals:

This training benefits anyone working on or in conflict zones and engaged in conflict transformation, peacebuilding or social change processes. It provides individual participants with key skills and practical tools and methods to deal with stress, manage difficult contexts and prevent burnout – challenges faced by many professionals in the field and all too often not addressed.

Organisations:

This training has been particularly designed by IAHV Peacebuilding for organisations and agencies working in the peacebuilding, development and humanitarian fields. Globally organisations working in conflict zones have reported high levels of burnout, stress, and programmatic challenges faced by their staff in the field. This programme helps organisations and their staff improve their operational and effective capability, performance and impact by improving care, well-being and psycho-social health of staff, as well as assisting organisations to better integrate psycho-social components into their projects and programmes.

“THE SUBJECT OF THE WORKSHOP IS HIGHLY IMPORTANT, NOT ONLY FOR OUR BENEFICIARIES, WHO ARE REFUGEES AND VULNERABLE PERSONS, BUT ALSO FOR ALL THE SOCIAL WORKERS, BECAUSE THEY ARE IN DAILY CONTACT WITH REFUGEE AND HOST COMMUNITY PROBLEMS, SO THEY ARE ABSORBING NEGATIVE ENERGY FROM THEM. THESE KIND OF WORKSHOP CAN HELP US AS SOCIAL WORKERS TO GET RID OF THE STRESS WHICH WE ARE EXPOSED TO DURING WORK AND GIVE US THE OPPORTUNITY TO WORK BETTER.” (ZEINA, AMEL CENTER MANAGER, HARET HREIK)

Educational Institutes and Training Programs

This training can be integrated by training institutions, academies and staff colleges in educational or training curricula as a one week module offering students an integrated approach to peacebuilding that equips them with essential knowledge, tools and skills to become healthy, stress-resilient, intelligent, effective, creative and empathetic peacebuilders.

IAHV trainings have benefited UN personnel, World Bank Management cadres, European officials, staff of international and national NGOs, university students and many more. IAHV Peacebuilding’ s approach to integrated peacebuilding has been heralded by experienced practitioners and organisations as addressing a key need to improve health and well being in how peacebuilding is done, and in the quality, impact and effectiveness of peacebuilding, development and humanitarian aid.



More Information on Course Components

Providing for Peacebuilders

Working on or in conflict poses great challenges for our inner lives and can be extremely demanding for our mental, emotional and physical wellbeing. Peacebuilding practitioners are often working under extremely challenging conditions, which often lead to stress, tension and reduced productivity, but also to burn-out, depression or substance abuse. The impact this has upon the quality of our work as peacebuilders is often underestimated. Rarely have we been trained or educated in practical stress and self-management tools to effectively handle this aspect of peacebuilding work.

“THIS PROGRAM HELPED ME IN FINDING ONE OF THE MOST IMPORTANT KEYS TO ACHIEVE MY PSYCHOLOGICAL, MENTAL AND PHYSICAL HEALTH. AS A PSYCHOTHERAPIST I WILL BE MORE EFFECTIVE AND CONCENTRATING IN MY SESSIONS WITH THE PATIENTS AND AS A TRAINER FOR TEENAGERS AND ADULTS I WILL BE MORE FOCUSED AND CALM IN CONVEYING TO THEM MY BELIEVE IN THE IMPORTANCE OF PEACE.” (LUBNA, PSYCHOLOGIST FROM SYRIA, BEIRUT)

Framing & Factors:

Psycho-social aspects in peacebuilding are often regarded as a Pandora box containing a varied range of irrational, complex and intangible dynamics which are difficult to get a grip on, identify or measure. Practitioners lack of proper exposure and training on how to address these issues often means they are neglected in peacebuilding programmes. Through a personal experience this training offers participants insight and confidence to handle crucial psycho- social factors in an effective way to make a meaningful impact on conflict and peace dynamics.

**“I FIRMLY BELIEVE THAT IAHV HAS THE PROMISE OF BRINGING SOMETHING UNIQUE AND IMPACTFUL TO TRADITIONAL PEACEBUILDING EFFORTS.”
(SANJAY PRADHAN, VICE-PRESIDENT, WORLD BANK INSTITUTE)**

In addition, working for a more peaceful world or concrete change on the ground in a conflict context does not come down to the ‘administrative’ and logistical aspects of the peacebuilding activities and projects we implement alone. The quality and impact of our work is to a great extent defined by who we are as “peacebuilders” and how we engage with communities and the people we work and interact with on the ground. This training nurtures and strengthens on a deeper level those core aspects within ourselves that support the development of peacebuilding qualities and skills essential for transformative and effective practice, including: active listening, compassion and empathy, holding multiple realities, patience and endurance, balancing simplicity and complexity, facilitation, tranquillity, discernment and integrity. As such, IAHV’ s training provides present and future peacebuilders in a short time frame with the insight and practical tools to develop one’ s full



potential as a peacebuilder, both as a human being and a professional. Through this training IAHV hopes to contribute enriching and strengthening the peacebuilding field as a whole.

Professional Skills Training:

The psychosocial dimension of peacebuilding has traditionally been on the margins of mainstream peacebuilding practice, reduced to an addendum to peacebuilding operations and overshadowed by economic, political, security or justice components. Current peacebuilding efforts focus extensively on external conditions and systems, while often failing to address a crucial dimension of peacebuilding. Namely: creating peace in the minds, hearts and attitudes of people. Anger, frustration, hate, depression, pain, and intolerance are key dimensions in many conflicts. Failure to comprehend or effectively address these powerful driving forces erodes the effectiveness of many efforts of mainstream peacebuilding.

The international peacebuilding community is increasingly recognising the necessity to work holistically and address the cognitive and emotional levels of people in conflict – including such issues as trauma, healing and reconciliation – in order to create a sustainable peace. At the moment, however, very few organisations actually implement effective psycho-social interventions on a scale significant enough to have an impact on conflict and peace dynamics. Another traditional challenge in the peacebuilding field has been the perceived difficulty of effectively monitoring and evaluating what are seen as ‘intangible’ dimensions and changes.

Only when psycho-social aspects that work effectively with the inner lives of individuals, as the crucial locus of decision-making and behaviour, are integrated into peacebuilding thinking and practice, will these programmes be able to better contribute to sustainable and real impact and change. Working proficiently with psycho-social aspects of peacebuilding entails the promise of a strong psycho-social foundation for peace and increased impact of peacebuilding efforts on the ground.

“BE THE PEACE YOU WISH TO SEE IN THE WORLD!” (MARTIN LUTHER KING JR.) IS KEY TO MANY OF US WORKING IN THE FIELD OF PEACEBUILDING. BUT HOW TO DO IT, HOW CAN WE BE THE PEACE? FOR ME THE ANSWERS BECAME MORE CONCRETE, TANGIBLE AND DOABLE THROUGH THE TECHNIQUES OF ART OF LIVING / IAHV. ESPECIALLY THE POWERFUL BREATHING TECHNIQUES IMMEDIATELY BRING ABOUT GLIMPSES OF STRESS RELIEF AND CALMNESS, CENTREDNESS AND YES: PEACE! NOURISHING INNER PEACE IS SOMETHING WHICH WE AS INDIVIDUAL PEACEBUILDERS NEED AS WELL AS OUR APPROACHES TO PEACEBUILDING. THE HOLISTIC APPROACH OF IAHV OF BREATHING TECHNIQUES TOGETHER WITH KNOWLEDGE, INDIVIDUAL REFLECTION AND SOCIAL ACTION EMBRACES ALL THE DIFFERENT LEVELS TO PROMOTE TRUE AND SUSTAINABLE PEACEBUILDING. AND IT IS SOMETHING WE CAN PRACTICALLY DO AND EASILY INTEGRATE INTO OUR EVERYDAY LIFE, WHETHER PERSONAL OR PROFESSIONAL. A REAL ENRICHMENT.” (PIA FROHWEIN, SENIOR ADVISER ON PEACEBUILDING AND CONFLICT SENSITIVITY, CORD, UK)



About IAHV

The International Association for Human Values is a non-profit, United Nations-affiliated organisation with consultative status at ECOSOC (UN) which was founded in 1997 in Geneva, Switzerland, by Sri Sri Ravi Shankar and other world leaders. It is registered as an association under Swiss law, with headquarters in Geneva and branches in around 20 countries.

IAHV' s mission is to build a sustainable and inclusive peace by promoting and supporting the development of human values in both the individual and societies on a global scale. This vision entails the integration of nonviolence and the peaceful co-existence and feeling of belongingness among all people regardless of race, religion or ethnicity.

“THE VALUES YOU CHAMPION, INCLUDING NON-VIOLENCE, COMPASSION AND THE SANCTITY OF ALL LIFE, GO TO THE HEART OF WHAT THE UNITED NATIONS STANDS FOR.” BAN KI-MOON, UN SECRETARY-GENERAL



IAHV Peacebuilding aims to increase the impact of peacebuilding efforts worldwide by working proficiently with the soft or psycho-social aspects of peacebuilding. Rooted in ancient wisdom and fully engaged with today' s realities, IAHV' s programs effectively transform minds, attitudes and behaviours of people engaged in or affected by the spectrum of conflicts and violence in the world today. Cooperating with other organisations in a holistic approach to peacebuilding, IAHV Peacebuilding aims to strengthen the very psycho-social foundation in which other peace efforts can take root. It upholds a fundamentally human approach to peacebuilding and implements its programs across cultures worldwide.

We have a proven track record in the field of trauma-relief, rehabilitation of victims and perpetrators of violence, YLTP (youth leadership trainings), reintegration of ex-combatants, community dialogues, Prison SMART (prisoner rehabilitation), women empowerment, prevention of radicalisation, TLEX (Transformational Leadership in Excellence) and non-aggression programs in schools, having worked in places ripped apart by conflict, such as Iraq, Kosovo, Kashmir, Sri Lanka, Ivory Coast, Israel-Palestine, India and South Africa.



The very secular, human-centred approach of the programs has allowed IAHV to work with all sectors of society, including international institutions (UN, EU, World Bank), governments, managers and CEO's, social and community workers, women, religious leaders, refugees, victims of violence, youth, terrorists and rebels, prisoners and children, bridging religious, ethnic and social divides. Together with its sister organisation the Art of Living Foundation, their programs have reached 100 million+ people in 150 countries worldwide.

IAHV' s vast experience on the ground, global scale of operations, and demonstrated effectiveness of its tools and techniques, places it at the forefront of the peacebuilding field today as an organisation specialised in the psycho-social dimension of peacebuilding.

Practical

Course format: tailored program spread over 12-22 hours and 3-5 consecutive days

Training fee: to be discussed, depending on training format and number of participants

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