

# CENTER FOR INTERNATIONAL DIALOGUE

ACADEMY FOR  
CONFLICT RESOLUTION AND PEACE STUDIES



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# CONFLICT RESOLUTION TRAINING SEMINARS

## "RESOLVING CONFLICT THROUGH THE 90'S" Personal \* Interpersonal \* National \* International

### Overview

*"Let No One be discouraged by the belief there is nothing one man or woman can do against the enormous array of the world's ills, against the misery, and ignorance, injustice and violence. Few will have the greatness to bend history itself; but each of us can work to change a small portion of events, and in the total of all those acts will be written the history of this generation." Robert Kennedy*

In past years, the psychological interplay between superpowers led to growing tension within the world, and the emergence of a new kind of Citizen; a Citizen, who, at a time when the leaders were not speaking, decided that the People must speak. This was the Citizen who had the courage to cross the borders of their personal, political and ideological beliefs to embrace the oneness of humanity. This citizen became known as a Citizen Diplomat.

Citizen Diplomacy soon became a non-official diplomatic bridge between the grass roots and the bureaucracy, contributing to policy changes between nations. These non-official diplomats spanned the gaps separating people and nations through their ability to listen, learn and attempt to understand a perspective so different from their own.

Throughout the years, Citizen Diplomacy has matured and evolved pioneering new frontiers in conflict management that does not separate traditional dialogue and negotiating procedures from one's own inner conflict. Nor does it separate the ongoing regional and world conflicts from the conflicts happening within ones own country, community and family life.

The following Conflict Resolution Program, **"Resolving Conflict through the 90's"**, is a natural outgrowth of the many years of work of Rama J. Vernon and Rev. Max Lafser in the field of Citizen Diplomacy. The Curriculum is a synthesis of their international and national experience in designing and facilitating conferences, non-official dialogues and conflict resolution seminars. It is a result of their academic background and personal experience as educators, counselors, psychologists (east and west) and reflects their dedication to bringing people together in the spirit of peace and mutual understanding.

**"Resolving Conflicts through the 90's"**, a three phase program designed to give participants an opportunity to broaden personal, interpersonal, national and international perspectives. **Phase I** (12 hours) focuses on the personal roots of conflict, and how inner conflict relates to the external world. **Phase II** (12 hours) relates the personal to the interpersonal, building on the experiences of Phase I to broaden the individuals perspectives outward into the local and regional community. **Phase III** is a 10 to 14 day training in one of four countries. It is an International working trip to give "in the field" experience in countries where regional conflict exists.

The training is presented in three phases to allow participants time to assimilate and experience the course materials in their own lives and relationships. Each 12 hour segment of either Phase I & II may be presented over a weekend; as a series of classes; in-house work shop, or as a working retreat. The material has also been adapted to a university or college academic setting.

*A Certificate of Completion will be given to students at the end of each course segment. Those who complete the Three Phase Program will be eligible for a Certificate of Recognition as a Conflict Resolution Trainee and encouraged to assist in further trainings with the Center or International Dialogue in its national and international programs.*



# CONFLICT RESOLUTION SEMINARS

## **"Resolving Conflict Through the 90's"** Personal \* Interpersonal \* National \* International

### **Phase I**

Phase I of the seminar will focus on the origins and psychological roots of conflict and the underlying spiritual principles that lead to healing conflicts within ourselves and with others. In this phase we will explore how as individuals, we contribute to the development of a more peaceful and sustainable world.

#### **I. Introduction**

- A. Defining and Redefining Conflict
- B. A New View of Conflict

#### **II. Ancient Origins of Conflict**

- A. Origins of Conflict
  - 1. Vedic and Biblical
  - 2. In the Human Body
- B. Masculine & Feminine Polarities of Conflict
- C. Content-Context Orientation
- D. Right-Left Brain Theories in East-West Relations

#### **III. Psychological Roots of Conflict**

- A. Four Parts of Mind
- B. Mind Wave Cycles
- C. The Five Sources of Conflict
- D. The Wheel of Cause and Affect
- E. Evolutionary Strata's of Conflict

#### **IV. Personal & Social Paradigms for Inner and Outer Peace**

- A. Resolving Group and Organizational Conflict
- B. Cycles of Reconciliation
- C. Inner Dialogues for Conflict Prevention and Reconciliation
- D. Three Types of Peace
- E. Ten-Step Guideline for Resolving Inner and Outer Conflict



# **Conflict Resolution Study Seminars**

**"Resolving Conflict Through the 90's"**

## **Phase II**

### **I. Introduction**

- a. Invocation and Meditation
- b. Review of Phase I - Questions and Discussion
- c. Inner Dialogue for Conflict Prevention and Reconciliation
- d. 13th Century Origins of Track II Diplomacy

### **II. Transforming Prejudice and Stereotypes**

- a. Facts, Opinions and Judgement
- b. Defining Prejudice
- c. Origins of Stereotypes
- d. Self-Image and Self Esteem
- e. Reframing and Transforming New and Old Images

### **III. Developing Successful Communication Skills**

- a. The Power of the Spoken Word
- b. Kinesiological Affects of The Unspoken Word
- c. Language: A Self Fulfilling Prophecy
- d. Active Listening: 1st Step Toward Dialogue
- e. Guidelines for Active Listening

### **IV. The Art and Preparation for Non-Official Dialogue**

- a. What is Dialogue?
- b. How to Create an Atmosphere for Dialogue (inner/outer)
- c. Exercises in Holding Two Points of View Simultaneously
- d. Recognizing your Own Negotiating Philosophy and Style
- e. How to bring two warring or hostile factions to the table
- f. Mediating Dialogue Between Factions in Conflict
- g. Designing a Model for Conflict Resolution

### **V. Resolving Conflict Through Forgiveness**

- a. Forgiveness as practiced in Christianity, Islam, and Judaism
- c. Ten Commandments for Mediation



# "RESOLVING CONFLICT THROUGH THE 90'S"

Personal \* Interpersonal \* National \* International

## PHASE II

*This phase of the course will explore cultural differences between content- and context- oriented societies and the stereotypes that divide individuals, communities and nations from one another. We will explore alternatives to the traditional approaches to diplomacy known as "Citizen Diplomacy" The origins of Citizen Diplomacy date back to 13th Century China where it was used to avoid impending wars. This course will cover effective ways to resolve conflict within oneself, within one's family, community, tribe, nation or between nations. The workshop format is designed to develop non-official dialogue and intercultural communication skills, and to explore the stereotypes and causes of fear that have kept human transformation from reaching its full potential.*

### **Citizen Diplomacy: Resolving Conflict Through Compassion**

- \* 13th Century Origins of Citizen Diplomacy
- \* Diplomacy and the Power of Love
- \* The Art of Listening to the Other Side
- \* Magic of Conflict: Dancing with the Enemy
- \* Choiceless Awareness: Honoring the Differences
- \* Conflict Repatterning of Self and Others
- \* Transcending Personal, Ideological and Political Boundaries
- \* Serving the Community at Home and in the World

### **New Images for Old Stereotypes**

- \* Images We Portray of One Another: from Personal to Political
- \* Media, Film and Advertising Images
- \* The Other Side: Simulation Exercises to Shift Stereotypes
- \* Reframing and Transforming New and Old Images
- \* Male-Female Archetypes
- \* Prejudice Reduction: Group Identity, Interethnic Relations
- \* Self-Image and Self Esteem
- \* Exploring the Origins of Fear and Its Relationship to Stereotypes

### **Guidelines for Intercultural Communication**

- \* Intercultural Differences at Home and Abroad
- \* Developing Successful Communication Skills
- \* The Effects of Words: Their Meaning in Different Cultures & Situations
- \* Protocol of Adjusting and Negotiating With Other Cultures
- \* Distinguishing Between Needs and Desires
- \* Working Through a Translator
- \* Transcending Personal, Ideological and Political Boundaries

### **The Art of and Preparation for Non-Official Dialogue**

- \* Creating the Atmosphere for Dialogue
- \* Learning to Hold Two Points of View Simultaneously
- \* Conflict Management Skills and Implementation in Government, Business & Organizations
- \* Partnering--Resolving Conflict Through Consensus: From Win-Lose to Win-Win
- \* Recognizing Your Own Negotiating Philosophy and Style
- \* Beyond Dialogue: The Importance of Follow Through



# **CONFLICT RESOLUTION SEMINARS**

## **"Resolving Conflict Through the 90's"**

**Personal \* Interpersonal \* National \* International**

### **PHASE III**

**This training is designed for the Citizen Diplomat who is ready to take the next step in non-official diplomacy at international levels.**

Participants will have first hand opportunities to practice diplomatic and resolution skills learned in Phases I and II in an international setting. Phase III will build upon the foundation of Phases I and II to incorporate the training into the world community. Group trainings will be conducted in an area of regional and international disputes such as: **Middle East, Central America, Ireland, and the former USSR.**

Conflict resolution specialists and diplomats from the host countries will join with our teaching team to share their perspectives on the unrest within their region. They will teach conflict resolution methodologies, innovative theories and practical experiences in their specific areas of expertise. Phase III will cover conflict resolution and negotiating styles to broaden our understanding of effective comparative methodologies. The seminar will include:

- \*Comparative Negotiating Styles**
- \*Designing a Dispute Resolution System**
- \*Preparation for Non-Official Dialogue**
- \*Adapting to New Systems of Thought and Protocol**

- \*Cultural Modeling, Adaptations and Protocol**
- \*Implementing Conflict Resolution Skills**
- \*Creating Dialogue in Areas of Regional Disputes**

Meetings and dialogues will be held with conservatives, moderates and liberals, in every sector of the society, to explore the historic framework of the region's conflict from a variety of perspectives. Participants will be asked to assist in dialogue processes.

#### **The Purposes of Phase III Training are:**

- (1) To give an extraordinary educational opportunity to broaden insights and understanding of the present crises and what can be accomplished through dialogue and conflict resolution.
- (2) To explore and research patterns of regional and international conflicts and how their roots are found in our personal and interpersonal relationships.
- (3) To activate teams of specialists in non-official dialogue to work in areas of local, national and international world concern.

The ongoing conflicts associated with world areas of concern are not separate and apart from the conflict happening within our own country, community and our own lives. This program gives participants an opportunity to broaden local and national perspectives, and to address the interdependence of nations, states and people joined by the common thread of humanity. It encourages participants to seek out their own areas of involvement in Resolving Conflict Through the 90's.



## CONFLICT RESOLUTION SEMINARS

# "Resolving Conflict Through the 90's"

### Phase III - International

*Participants who have completed Phases I and II of this course will be eligible to participate in an International Conflict Resolution Training in one of four countries. The following will give a brief description of the program outline for countries chosen for the International Phase.*

#### Ireland (10 days)

Participants will spend the first two days in Shannon in the South of Ireland where guest faculty will share the benefits of their experiences in the negotiation process between North and South Ireland and discuss the history of the Irish conflict and successful methods that have been most effective in creating dialogue. South Ireland hosts will be (1) The Irish Peace Institute and the Center for International Cooperation. Guest faculty will include people such as James Hillary, former President of Ireland, and Brendon O'Regan, President, Irish Peace Institute.

Training will continue with guest faculty members who have been the most instrumental in the Belfast Peace movement. These include Mairead Corrigan, Nobel Peace Prize Winner; John Darby, Director of Peace Studies and Research of Belfast; David Kennedy, Chairman of Cooperation North (researchers in Conflict Resolution); and Alf McCreary, author of several books on reconciliation. The seminar will end in Dublin, the capitol of Northern Ireland, where the group will stay at the Trade and Management Institute, known for its support of international negotiations. *The Irish itinerary will include time for relaxed sightseeing and medieval banquets in Irish castles.*

#### Costa Rica, Central America (10 days)

Former President Rodrigo Carazo, of Costa Rica and founding father of the U.N. University for Peace said, "I am convinced our people can come to look for solutions through dialogue. To help people look for their own solutions is a form of conflict prevention rather than 'resolution'."

The seminar will take place in San Jose, Costa Rica. It will include field trips and visits to dialogue with a broad spectrum of the population from government representatives to the grassroots citizenry. The seminar will involve special guest lecturers such as: (1) Robert Muller, former Under-Secretary General to the United Nations and Chancellor of the U.N. University of Peace (2) Rodrigo Carazo, former President of Costa Rica, (3) Shafik Handel, Secretary General of the United Nations in charge of mediation in El Salvadorian negotiations (4) The Ambassador from Peru who is using Conflict Resolution in his work with Gorilla representatives (5) Rigoberta Menchu, the first woman from Guatemala to be recognized as an NGO at the U.N. and (6) Maralizze Hood and Hulio Quan, specialists in Conflict Resolution Theories, Research and Practicum, who work in negotiations and conflict resolution training throughout Central America.

*The Costa Rican Itinerary will include visits to villages outside San Jose, meetings with indigenous people of the area as well as visits to volcanos, the tropical rain forest, and other areas of cultural interest.*



### **Phase III - International (Cont'd)**

#### **Israel and the Territories (14 days)**

*This is a region of long standing conflict. It requires new thinking and new models from both private and public sectors of societies. Both Israelis and Palestinians need to know that they are supported in finding new ways through this painful segment of their history by people who are willing to walk with them and discover together how all involved are accountable and able to find healthy solutions.*

Phase III, when conducted in Israel, will have its base in Jerusalem. Seminar participants will dialogue with conservatives, moderates and liberals in both Israeli and Palestinian sectors. They will meet with members of the Kinnesset, a former Defense Minister, military officers, university officials, rabbinical organizations and Soviet emigrants. They will visit areas of the occupied territories where few non-Arab people are able to go. Participants will have a unique opportunity to engage in assessing the existing and historic unrest and exploring possible solutions with both Israeli and Arab counterparts. Morning classes and evening debriefings will be held to clarify daily experiences.

Participants will travel to the West Bank, Gaza, Golan Heights and Nabalus, the "City of Fire", to meet with the Palestinian people and their leaders, some of whom participated in the series of Middle East Peace talks. There will be dialogues with Arab trade union leaders, Jewish peace activists and Arab women leaders, and meetings at hospitals for the wounded of the Entifada and rehabilitation centers. Participants will visit the homes of refugees within their camps and dialogue with Israeli settlement homeowners who have built upon the traditional land of the Palestinians.

*The itinerary includes sightseeing of the "old city", Judaic, Christian and Islamic religious sites as well as outings to the Dead Sea, Sea of Galilee, Kibbutzim as well as visits to the homes and hearts of people on both sides of the line.*

#### **Moscow - Russia (14 days)**

Since 1984 The Center for International Dialogue (formerly known as the Center for Soviet-American Dialogue) has developed a broad spectrum of contacts at all levels of Russian society. As the world waits, watches and wonders about the outcome, a new structure is emerging. Phase III of the Conflict Resolution Training Course conducted in Moscow, Russia, will look at these new directives for change.

Course participants will take part in dialogues with Russian citizens and assess the current conflicts arising within the Russian federation and the republics as a result of the rapid political and economic change. As democratization attempts unfold, new leadership is emerging in areas of economics, business and trade, education, media and the cultural arts. Meetings will be arranged with a broad spectrum of Soviet representatives of this new civil society in their work places and homes. They will include government representatives, journalists, educators, health professionals, cultural entrepreneurs, lawmakers of the new rights and freedoms, traditional ministries and leading new thinkers. Soviet dissidents will discuss their past, present and future. Pioneers in the growing alternative health care field will share their successes and frustration. Visits with Russian Orthodox clergy and those in New Thought movements will mirror the great spectrum of change in Russia.

The Center draws upon the wealth of resources developed in past years working in the Soviet Union, especially in international diplomacy and conflict resolution. In 1990, CID sponsored the first successful conflict resolution roundtable discussion between Armenians and Azerbaijanis (report available). In 1991, The Center for International Dialogue co-sponsored with Intercore (a group of professional diplomats) a conflict resolution training for 70 Supreme Soviet members in Moscow. Dialogues will be arranged with those involved in the ethnic uprising and unrest in the republics. This segment of Phase III would give participants every opportunity to practice skills developed in Phase I and Phase II.