

## In-mission Training on Conflict Analysis and Conflict Sensitivity for IGOs in Somalia or Kenya

Online (Zoom) and residential (Nairobi),

### Phase 1: e-learning platform and self-paced module:

Self-paced phase 11-19 April			
Time	Module	Learning objectives	Facilitator
11-19 April	<p>Participants will get access to the e-learning platform blinkit where they can find readings and the e-learning module</p> <p>Self-paced module can be found here:  <a href="https://rise.articulate.com/share/gIKSpiYi6VaNhCggXpXgOnFZ_AhEEuw9">https://rise.articulate.com/share/gIKSpiYi6VaNhCggXpXgOnFZ_AhEEuw9</a></p>	<ul style="list-style-type: none"> <li>- Familiarize with course topic</li> <li>- Introduction to important definitions and terms</li> <li>- Introduction to tools for conflict analysis and conflict sensitivity</li> <li>- Space for reflections</li> </ul>	ZIF

### Phase 2: 3 live online sessions on 19, 20 and 21 April

Webinar one, Tuesday, 19 April			
Time	Session/Module	Learning objectives	Facilitator
	<b>Block 1: Welcome, Introduction and Icebreaker</b>		
13.00 – 13.30 (EAT)	<p>Welcome and Introduction of the training team (5 Min.)</p> <p>Icebreaker for Introduction (15-20 Min.)</p> <p>Overview of the day and our plan for the next sessions (5-10 Min.)</p>	<ul style="list-style-type: none"> <li>- state organizer's aim of the training,</li> <li>- name other participants in the group and the course team,</li> <li>- summarise housekeeping issues for the workshop</li> <li>- state the aim and key learning objectives of the workshop</li> </ul>	Training team
13.30 – 13.45	<p>AHA slides/Menti (Ice breaker and content) (15 Min.)</p> <ul style="list-style-type: none"> <li>• How do you feel today?</li> <li>• Looking back at the self-paced module, what surprised you?</li> <li>• What is the interaction between my projects and the conflict setting in Somalia?</li> </ul>	<p>Knowledge check and get people activated</p> <p>Participants will reflect on their own work environment and (mission) context</p>	ZIF
13.45 – 13.55	<p>Input/Welcome from DHOM Fabian Löwenberg (tbc)</p> <p>Guiding question: why is conflict analysis and conflict sensitivity relevant for our work?</p>	<p>Participants will reflect on their own work environment and (mission) context</p>	ZIF

	<b>Block 2: Introduction to Conflict Analysis tools and Conflict Sensitivity</b>		
13.55 – 14.25	Break-out rooms or plenary: conflict analysis in my daily work, which tools do I use? What challenges do I face? What does Conflict Sensitivity mean?	Participants will reflect on their own work environment and (mission) context	ZIF
14.25 – 14.40	<b>Break</b>		
14.40 – 15.10	Focus: “Do no harm” Exercise: break-out rooms with scenarios Guiding questions: What does it mean for our conflict analysis? How can we avoid becoming a divider?	Participants will reflect on their own work environment and (mission) context	Franziska Stahl
15.10 – 15.30	Brainstorming on Timeline and Stakeholder Inventory	Participants will apply conflict analysis tools to their work environment and (mission) context	Franziska Stahl
15.30 – 15.35	Wrap-up Task for the next sessions: prepare a timeline or stakeholder inventory for Somalia (upload on blinkit) Guiding questions: Will the timeline and stakeholder inventory change after the next webinars and after getting input from other experts?	Participants will apply conflict analysis tools to their work environment and (mission) context and will observe possible dynamics	Franziska Stahl

**Webinar two, Wednesday, 20 April**

Time	Session	Learning objectives	Facilitator
13.00 – 13.10 (EAT)	Welcome and recap of session 1	Connecting sessions and debriefing of homework	ZIF
13.10 – 13.25	Present findings of task: padlet/Mural	Participants will be able to reflect on different interpretations of key events and stakeholders in the conflict setting of Somalia	Salif Nimaga
	<b>Block 3: The conflict setting: Clan structures in Somalia</b>		
13.25 – 14.10	Input clan structures and violence in Somalia (Abdulkadir Osman Yusuf <b>tbc</b> )	Participants will have the opportunity to gain knowledge and to ask questions	Salif Niamaga
14.10 – 14.20	<b>Break</b>		
14.20 – 14.50	Group exercise related to input:  How are clan structures related to my work? Where do interact with different groups? Where do I face challenges? Mapping clan structures and relevant issues and stakeholders?  Discuss aspects of conflict-sensitivity	Participants will be able to reflect on their own work environment and (mission) context	Salif Nimaga
14.50 – 15.10	Q&A and plenary discussion; discuss aspects of do no harm in the context of clan structures?		
15.10 – 15.20	Explain task for session 3: find an analysis from a different organization and analyze its strengths and weaknesses	Participants will be able to gather information from different sources and use information that is already there	ZIF

**Webinar three, Thursday, 21 April**

Time	Session	Learning Objectives	Facilitator
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13.00 – 13.10 (EAT)	Welcome and recap of session 2	Connecting sessions and debriefing of homework	ZIF
13.10 – 13.20	Debriefing homework: padlet/Mural (silent discussion); sharing findings		ZIF
	<b>Block 4: Mainstreaming human rights and gender into analysis and programming</b>		
13.20 – 13.45	How to integrate gender and human rights into your analysis? Input and discussion Diego Valadares (OHCHR, Geneva) + OHCHR Somalia	Participants will be able to integrate different perspectives and guidelines into their analysis (from the beginning)	OHCHR/ZIF
13.45 – 13.55	<b>Break</b>		
13.55 – 14.40	Group Exercise: Integrating gender and human rights into conflict analysis <b>tbc</b> <ul style="list-style-type: none"> <li>Situation of children, young people and women</li> <li>How are people affected differently by conflict? What does it mean for our work? What does it mean for working in a conflict-sensitive manner?</li> </ul>	Participants will be able to integrate different perspectives and guidelines into their analysis (from the beginning)	OHCHR/ZIF
14.40 – 15.00	Wrap-up of exercise; Q&A; reflection on aspects of do no harm		
	<b>Block 5: Wrap-up, outlook and evaluation of the online phase</b>		
15.00 – 15.15	Outlook and task for phase 3 Feedback: AHA-slides or Mood picture		ZIF
<b>Phase 3: RESIDENTIAL Part</b>			
<b>Day one, Monday, 25 April</b>			
<b>Time</b>	<b>Session</b>	<b>Learning Objectives</b>	<b>Facilitator</b>
09.00 – 10.30 (EAT)	Welcome, overview of the training and recap of phase 3  Icebreaker game  Short brainstorming: What are remaining challenges? Discuss the reflection from the self-paced module and webinars.  Debriefing Timeline and Stakeholder Inventory  Define task for the next days: prepare recommendations for your case study?  Possible guiding questions: how to better engage stakeholders; how to integrate different perspectives; how to work in a conflict-sensitive manner	- Connect phase 2 and 3 - Give room for questions and discussion if needed - state the aim and key learning objectives of the days ahead - Explain task and final presentation	ZIF  Trainer 1
10.30-11.00	<b>Coffee break</b>		
	<b>Block 1: Causal analysis (Context and conflict lines)</b>		

11.00 – 12.30	<b>Input and discussion</b> <b>Setting the scene and conflict lines: constitutional and security crisis in Somalia</b> <ul style="list-style-type: none"> <li>• Delayed elections</li> <li>• Political fragmentation</li> <li>• Clan structures</li> <li>• Al-Shabaab</li> </ul> <p>Focus on causal analysis and stakeholders</p> <p>Tool: issue matrix</p>	<p>Introduction to the context/conflict setting</p> <p>Participants are able to apply conflict analysis tools to a specific context</p>	Training team
12.30 – 14.00	<b>Lunch Break</b>		
14.00 – 17.30	Input and Group Exercise: Applying the Conflict Tree Tool	<p>Participants are able to apply conflict analysis tools to a specific context and discuss the results;</p> <p>Participants are able to define entry points based on their analysis</p>	Training team
<b>Day two, Tuesday, 26 April</b>			
<b>Time</b>	<b>Session</b>	<b>Learning objectives</b>	<b>Facilitator</b>
09.00 – 10.30 (EAT)	Welcome, recap of day 2 and overview of the day	<p>Time for questions</p> <p>Icebreaker</p>	Training team
	<b>Block 2: Personal biases and intercultural sensitivity</b>		
	Group Exercise: Reflecting on personal and cultural biases; what aspects affect our analysis? Alligator Story + The Visit exercise	Participants are able to reflect on their own biases and intercultural sensitivity	ZIF
10.30 – 11.00	<b>Coffee break</b>		
11.00 – 12.30	Input and Exercise: Stakeholder Relationship Mapping and Onion Model	<p>Participants are able to apply conflict analysis tools to a specific context and discuss the results;</p> <p>Participants are able to define entry points based on their analysis</p>	Training team
12.30 – 13.30	<b>Lunch break</b>		
	<b>Block 4: From Analysis to Action</b>		

13.30 – 14.30	Stakeholder Relationship Mapping and Onion Model (continued)		Training team
14.30 – 17.30	Reflecting on the mission mandate	Participants are able to explain how the mission mandate and their daily work are related to conflict analysis and conflict sensitivity	Training team
	From Analysis to Action	Participants are able to define entry points based in their analysis	Trainer 2
<b>Day three, Wednesday, 27 April</b>			
<b>Time</b>	<b>Session</b>	<b>Learning objectives</b>	<b>Facilitator</b>
09.00 – 09.30 (EAT)	Welcome, recap of day 1 and overview of the day;	Time for questions Icebreaker	Training team
	From Analysis to Action (continued)	Participants are able to define entry points based in their analysis	Trainer 2
<b>Block 5: Exchange with practitioners</b>			
09.30 – 11.00	World Café with external guests: <ul style="list-style-type: none"> <li>• Christophe Hodder, UNSOM (Climate change, peace and security in Somalia and the region) confirmed for 27.04.</li> <li>• Angela Oduor Lungati, Ushahidi (elections, social media, monitoring) confirmed for 27.04.</li> </ul>	Participants will have the opportunity to discuss their reflections with practitioners	ZIF
	Group picture with guests		
11.00 – 11.15	<b>Coffee break</b>		
<b>Block 6: Final presentation, discussion and peer review</b>			
11.15 – 12.30	Group work or individual work on final presentation	Participants are able to define entry points based in their analysis	Training team
12.30 – 13.30	<b>Lunch break</b>		
13.30 – 14.30	Group work or individual work on own analysis	Participants are able to define entry points based in their analysis	Training team

14.30 – 15.30	Final presentation of task; Peer feedback and/or gallery walk	Participants are able to reflect on their work; share their reflections with their colleagues and discuss the results	Training team
15.30 – 16.00	Group exercise: Start/Stop/Continue	Participants are able to reflect on how the training can be incorporated into their daily work	Training team
	<b>Block 7: Feedback and evaluation</b>		
16.00 – 17.00	Feedback (pinboards/silent discussion) and Evaluation	Participants will have the opportunity to reflect on the entire course and share their feedback with the training team	Training team
	Group picture and farewell		
18.00	Farewell dinner		