Training Course on Conflict Management and Peace building

Professional Development Training Course Outline

Category	Development	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

INTRODUCTION

Conflict is an inevitable part of human interaction, but when managed constructively, it can lead to innovation, growth, and stronger relationships. However, unresolved or poorly managed conflicts often result in stress, inefficiency, and even large-scale disruptions. The Conflict Management and Peacebuilding Training Course is designed to empower individuals and organizations with the knowledge and skills to address conflicts effectively and foster harmonious environments.

This comprehensive course delves into the causes and dynamics of conflict, offering practical tools to mediate, negotiate, and resolve disputes in personal, professional, and community settings. Participants will also explore the principles of peacebuilding, learning how to create sustainable solutions that address the root causes of conflicts and promote long-term coexistence.

Through interactive sessions and real-world case studies, the course emphasizes strategies that prioritize dialogue, empathy, and collaboration. Participants will gain hands-on experience in conflict resolution techniques, including mediation, arbitration, and restorative justice, preparing them to lead peacebuilding initiatives in diverse contexts.

Programme Curriculum

Training Course on Conflict Management and Peace building

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Whether you are a manager, mediator, community leader, or policy maker, this course equips you to turn conflict into an opportunity for positive change. By the end of the training, participants will have the tools and confidence to promote peace, resolve disputes, and strengthen interpersonal and organizational dynamics.

Course duration

5 Days

Course Objectives

1. Understand the causes and types of conflict in various settings.
2. Analyze conflict dynamics and the roles of stakeholders.
3. Master techniques for conflict resolution and negotiation.
4. Develop effective communication skills for managing disputes.
5. Explore the principles and practices of peacebuilding.
6. Foster a culture of dialogue, empathy, and collaboration.
7. Learn to mediate disputes and facilitate group problem-solving.
8. Address cultural and contextual considerations in conflict management.
9. Strengthen resilience and emotional intelligence in conflict situations.
10. Design and implement peacebuilding initiatives that address root causes.

Organizational Benefits

1. Reduced workplace conflicts and improved productivity.
2. Enhanced collaboration and team dynamics.
3. Strengthened leadership in conflict-prone situations.
4. Improved communication and understanding among stakeholders.
5. Proactive management of disputes to prevent escalation.
6. Alignment of organizational practices with peacebuilding principles.
7. Increased employee satisfaction and reduced turnover rates.

8. Enhanced reputation as a conflict-sensitive and peace-promoting organization.
9. Cost savings through efficient dispute resolution mechanisms.
10. Better stakeholder engagement and trust-building in diverse environments.

Target Participants

- Managers and team leaders in organizational settings.
- Human resource professionals managing workplace conflicts.
- Community leaders and social workers.
- Mediators and arbitrators.
- Policymakers and government officials in peacebuilding roles.
- Educators and trainers in conflict-sensitive environments.
- NGO staff and humanitarian workers in conflict zones.
- Students and researchers in peace and conflict studies.
- Religious and cultural leaders involved in reconciliation efforts.
- Individuals seeking personal development in conflict resolution.

Course Outline

Module 1: Foundations of Conflict Management

- Understanding conflict and its causes.
- Types and levels of conflict: personal, organizational, societal.
- The role of emotions and perceptions in conflict.
- Identifying constructive versus destructive conflict.
- Case studies: Conflict management in high-pressure workplaces.

Module 2: Communication in Conflict Resolution

- Importance of active listening and empathy.
- Verbal and non-verbal communication techniques.
- Strategies for de-escalating tense situations.
- Framing messages to foster understanding and cooperation.
- Case studies: Successful communication in resolving disputes.

Module 3: Conflict Resolution Techniques

- Mediation, negotiation, and arbitration.
- Restorative justice approaches to conflict resolution.
- Designing win-win solutions.
- Overcoming impasses in negotiations.
- Case studies: Real-life applications of resolution techniques.

Module 4: Principles of Peacebuilding

- Defining peacebuilding and its objectives.
- Addressing root causes of conflict: structural, economic, and social.
- Fostering reconciliation and social cohesion.

- Role of international frameworks in peacebuilding.
- Case studies: Community-based peacebuilding initiatives.

Module 5: Conflict Sensitivity and Cultural Contexts

- Understanding cultural dimensions of conflict.
- Adapting resolution techniques to diverse cultural contexts.
- Navigating power dynamics in conflict situations.
- Promoting inclusivity in peacebuilding efforts.
- Case studies: Cultural sensitivity in global conflict resolution.

Module 6: Designing and Implementing Peace Initiatives

- Steps to create sustainable peace programs.
- Monitoring and evaluating peacebuilding efforts.
- Engaging stakeholders and building partnerships.
- Integrating peacebuilding into organizational policies.
- Case studies: Successful implementation of peace initiatives.

Training Methodology

This course employs a participatory and hands-on approach to ensure practical learning, including:

- Interactive lectures and presentations.
- Group discussions and brainstorming sessions.
- Hands-on exercises using real-world datasets.
- Role-playing and scenario-based simulations.
- Analysis of case studies to bridge theory and practice.
- Peer-to-peer learning and networking.
- Expert-led Q&A sessions.
- Continuous feedback and personalized guidance.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
21 Sep 2026	25 Sep 2026	Online	$1,000
21 Sep 2026	25 Sep 2026	Physical	$1,500
21 Sep 2026	25 Sep 2026	Physical	$0
21 Sep 2026	25 Sep 2026	Physical	$0
21 Sep 2026	25 Sep 2026	Physical	$0
21 Sep 2026	25 Sep 2026	Physical	$0
21 Sep 2026	25 Sep 2026	Physical	$0
21 Sep 2026	25 Sep 2026	Physical	$0

Ready to enroll or request a customized program? Book online or contact us:

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