

## COVID 19 NOTICE

Due to the COVID-19 pandemic, Interpeace's Global Edition of the Effective Advising Course is now taking place online.

## online 2020 Course – Global Edition

# Effective Advising in Complex Contexts: Enabling sustainable peace

20 October 2020 - 25 January 2021 • Deadline for applications: Friday 14 August 2020



## About the course

*"Fluid, respectful, different, relevant topics and gifted facilitators."*

The online global edition of Interpeace's [Effective Advising Course](#) is a professional development course made up of eleven 2.5 hour sessions as well as self-guided and group exercises over a period of 3 months.

The course equips national and international experts/advisors with new ways of approaching the complexity of their work - and do so more consciously and creatively. The course aim is to reinforce participants' ability to identify and seize opportunities in their work that can contribute to enabling sustainable peace.

A team of three experienced facilitators guide ~20 selected participants from around the world to take a step back from their day-to-day work environments and reflect on their roles and effectiveness as advisors.

Interpeace's interactive and practice-oriented methodology provides a space for professionals to take a fresh look at advisory challenges and provides practical

frameworks to support new ways of working.

The course is structured around three main learning pillars:

01. Advisory roles, functions and approaches
02. Advising in complex socio-political (peacebuilding) contexts
03. Individual attitudes and skills

Five core training modules structure the course: 1) Advisory roles, 2) Peacebuilding principles, 3) Interpersonal skills, 4) Advising in complex systems, and 5) Change processes.

***Note: This is not a peacebuilding course. This is a course for advisors seeking structured training to advance their professional approaches and effectiveness working in polarized and peacebuilding contexts.***

***"I will take a lot of learnings with me that are directly applicable to my work and that will help me to do a better job."***

## Is the course right for you?

*“Excellent job bringing people from different contexts, organisations and professional backgrounds. Gender balance is appreciated.”*

This course is for professionals from the humanitarian, development, peacebuilding and stabilization fields. We welcome participants from non-governmental organisations, governments, international organisations, military, research centres, grassroots organisations or independent experts. They advise on a range of domains: technical matters, social programs and processes or strategy and policy issues. Participants are working in or on countries wrestling with dynamics of conflict and violence, complex social change, and polarization.

We welcome mid-level to senior level advisors with a range of different backgrounds. One of the course's success factors is a dynamic mix of participants which creates a unique environment conducive to learning with and from fellow advisors.

Participants are selected following a rigorous selection process to ensure a diversity of participants from different backgrounds, enriching the learning environment and peer-to-peer exchanges.



*“I am taking a lot back with me: new concepts, new networks and new coping mechanisms. Very good working atmosphere. I would recommend this course.”*

## Our selection criteria:

- » You work, or are about to be re/deployed, as an advisor – with either a technical, process or strategy orientation. You are an international or national expert, civilian or uniformed
- » You work in one of the following fields: peacebuilding, international development, humanitarian affairs, stabilization or other relevant sectors
- » A critical aspect of your job consists in advising others, whether in government, national and local organisations, civil society, private sector, international organisations, donors, foundations etc.
- » You are in a position with a potential multiplier effect (e.g. with a capacity building element; or with the authority to influence actors/programs/policies)
- » You are able to clearly frame your professional challenge & case study in [the EAC Application form](#)
- » You have a sufficiently fluent command of the English language (spoken and written)

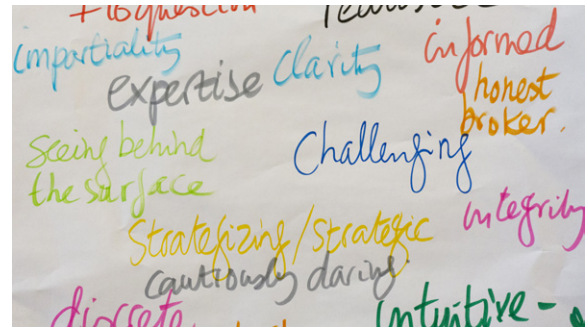
*\* Note: We accept applications from political advisors, but this is not the course's main focus.*

## What will you learn?

*“I am more conscious of my role as an advisor, better prepared to deal with my emotions and more self-aware.”*

By the time you finish the course, you will be equipped to:

- » Analyse and navigate complex situations
- » Understand and accompany change processes
- » Apply key peacebuilding principles and identify opportunities to contribute to sustainable peace
- » Understand a variety of advisory roles and consciously navigate them, adapted to task and context
- » Apply a range of approaches to become a trusted and effective advisor
- » Understand and overcome resistance (contextual, organizational and inter-personal)
- » Develop awareness of your personal traits, responses and interpersonal skills that are central to effective advising in complex contexts
- » Be more aware of your behavioural patterns and manage your well-being, energy and creativity



*“This course directly influenced my thinking and what I will do in my career.”*

## The online course methodology

The three facilitators - [Anita Ernstorfer](#), [Nora Refaail](#) and [Jan Ubels](#) - provide frameworks which advisors can apply to clarify and more consciously address the situations, assignments and challenges they are facing.

The online course will consist in 11 sessions of 2.5 hours each (with short breaks as needed) as well as self-guided and group exercises in between the live sessions. Interpeace's team will continue to apply a lively mix of working formats to support learning: live sessions, pre-recorded videos, mix of online and offline individual and group assignments, and access to a library of resources and relevant literature, videos, podcasts etc.

The course is geared towards adult learning with the creation of an environment encouraging exchange and listening between professional peers. Together, the team ensures links between topics, fosters conversation and facilitates a dynamic learning process and a safe group atmosphere. A safe space supports the sharing of the often complex and sensitive challenges participants face.

Case studies are used to highlight the practical application of methodologies discussed. Participants should be ready to prepare, share and discuss issues and scenarios from their own professional experience with the group.



*“Very complementary team. Passionate and listening. Humble and generous.”*



# Application Form, Process and Cost

*“The preparation and the delivery of the course are highly professional.”*

Interested individuals are requested to apply, using the application form that can be downloaded [here](#). Participant selection is based on the profile, experience and personal case study shared by applicants and considerations on overall group composition.

The duration of each facilitated online session will be 2.5 hours with short breaks as needed. On average, participants will need to invest 2 hours of their own time each week to complete preparatory work and assignments. All online sessions take place at 14:30-17:00 CET. A tentative schedule of the 11 online sessions are:

## October

Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

## November

Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

## December

Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

## January

Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

These dates may be subject to minor changes (the final dates will be communicated if you are selected to participate in the course.)

There is no course fee. The course is in English – translation cannot be provided. For more information please contact: [effectiveadvising@interpeace.org](mailto:effectiveadvising@interpeace.org) or visit [our webpage](#).

*“I come away having grown, and with tools, readings, connections and inspiration to continue growing! This will be one of the learning moments I will remember for the rest of my life and career.”*



The Effective Advising in Complex Contexts course is sponsored by the Swiss Federal Department of Foreign Affairs and Global Affairs Canada



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