

COVID-19 NOTICE: Due to COVID-19, Interpeace is offering this course online for a global audience. If possible, in-person and hybrid courses will resume during the second half of 2022.

online 2022 Course – Global Edition

Effective Advising in Complex Contexts: Enabling sustainable peace

29 March 2022 – 10 June 2022 • Deadline for applications: Friday 10 December 2021



About the course

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

Violent conflict is one of the primary obstacles to the achievement of the Sustainable Development Goals. The international and national community - from the humanitarian, development, stabilisation, peacebuilding and human rights sectors - need to enhance their effectiveness in supporting locally led efforts fostering sustainable peace.

Interpeace's [Effective Advising Course](#) equips experts and advisors with new ways of approaching the complexity of their work in and on conflict affected contexts. Focused on three interlinked spheres of action: intra- and interpersonal, contextual, and organisational, the course reinforces participants' ability to identify and seize opportunities for change.

Over a period of 11 weeks, the online global edition of this professional development course is made up of 12 ~2.5-hour sessions, 3 dedicated group work sessions to work on participants' own cases, as well as background reading and individual preparation.

A team of three experienced facilitators guide ~25 participants selected from around the world to take a step back from their day-to-day work environments and reflect on their individual roles, personal approaches, behaviours and their effectiveness as advisors.

Interpeace's interactive and practice-oriented methodology provides a space for professionals to take a fresh look at advisory challenges and tackle these more consciously and creatively using practical frameworks.

Five core training modules structure the course: **01** Advisory roles; **02** Advising in peacebuilding contexts; **03** Personal agency & interpersonal skills; **04** Advising in complex systems and **05** Change processes and managing resistance.

Note: This is not a course focused on peacebuilding theory or programming. This is a course for advisors seeking structured training to advance their professional approaches and individual behaviours working in polarised 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 stabilisation fields and focuses on skills and practices that are applicable across sectors.

We welcome participants from non-governmental organisations, governments, international organisations, military, research centres, grassroots organisations or independent experts. Participants advise on a range of domains: technical matters, social change strategies and programmes, policy issues and organisational change processes. Participants work in or on countries wrestling with dynamics of conflict and violence, complex social change, and polarisation.



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, either in a global, regional or country-based role
- You work in one of the following fields: peacebuilding, international development, humanitarian affairs, stabilisation, human rights 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/programmes/policies, within or outside of your own organisation
- You are open to self-reflection and learning, and willing to invest in your own personal growth as an advisor
- You are able to clearly frame your professional challenge in [the course application form](#)
- You have a sufficiently fluent command of the English language (spoken and written)

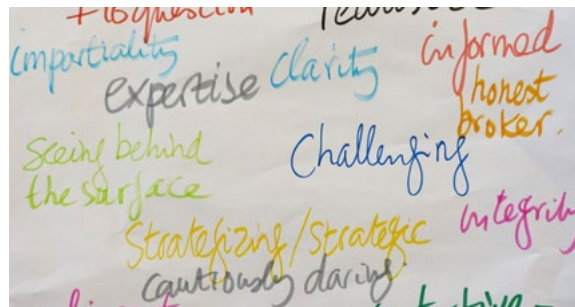
** Note: We accept applications from political advisors, but this is not the course's main focus.*

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 better equipped to:

- Navigate complex situations & contexts
- Understand and accompany change processes
- Apply greater awareness of the importance of organisational practices and individual behaviours to contribute to sustaining peace in conflict-affected contexts
- 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, organisational and interpersonal)
- Develop awareness of your personal agency 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 Refaeil](#) 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 consists in 12 interactive sessions of 2.5 hours each, 3 dedicated small group work sessions, as well as background reading and individual preparation. Interpeace's team applies 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 constructive group atmosphere. A safe space supports the sharing of the often complex and sensitive challenges participants face.

Practical examples are used to highlight the 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 professional advisory challenge 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 an additional 2 hours of their own time each week to complete preparatory work and assignments.

We only encourage applications from individuals seriously committed to their own learning process. We do not encourage participants missing more than one facilitated online session during the course duration. These sessions are interactive in nature and require all participants to be present and contribute.

All online sessions take place at 14:30-17:00 CET (except for two sessions, see the [Application form](#) for more detail.) A tentative schedule of the **12 online sessions** and **3 group work sessions on participant cases** are:

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

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. Participants require a stable internet connection, a laptop, a headset and access to Zoom software. The course is in English – translation cannot be provided.

Application results will be communicated by mid-January 2022. For more information please visit [our webpage](#) or contact: effectiveadvising@interpeace.org.

“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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