

## In-person 2023 Course – Global Edition

# Effective Advising in Complex Contexts: Enabling sustainable peace

24 – 29 September 2023 • Deadline for applications: Friday 28 April 2023



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

## About the course

Violent conflict is one of the primary obstacles to the achievement of the Sustainable Development Goals and the majority of populations in humanitarian need live in states affected by armed conflict. 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.

The objective of Interpeace's Effective Advising Course is to equip experts and advisors with tools and approaches that will help them work effectively in complex and unpredictable environments. Designed to treat "advising" as a professional skillset which can be honed and finetuned, the course focuses on the personal and relational dimensions of advising to reinforce participants' ability to identify and foster opportunities for change.

Over a five-day workshop and three live online sessions (pre- and post-course), three experienced facilitators guide ~20 participants selected from around the world to take a step back from their day-to-day work environments. The course stimulates participants to reflect on their individual roles, their effectiveness as advisors, and to analyse their own perception of how change happens.

Effective advising is about the capacity of advisers to position themselves appropriately and consciously in their professional setting, relate to the people they work with, and to deliberately choose their ways of working and engaging.

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

*"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, human rights 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 diverse mix 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 as an advisor – with a focus on technical/substantive matters, process facilitation, strategy design and/or change process management. Your advisory role can be formal and/or informal.
- 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.*

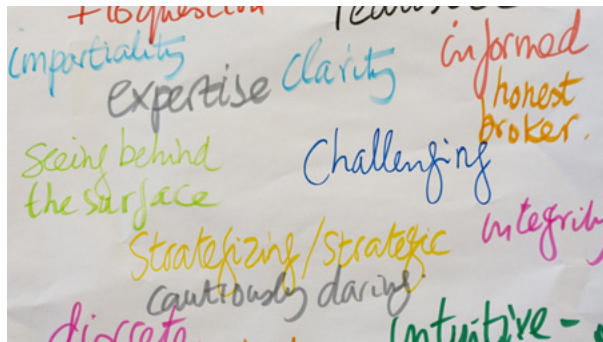


## What will you learn?

*"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 equipped to:

- Identify a variety of advisory roles and consciously navigate them, adapted to task and context.
- Embrace complexity and ambiguity in advisory settings.
- Understand conditions for systems change and how to accompany day-to-day change processes at different levels.
- Develop awareness of your personal agency and critical interpersonal skills that are central to fostering constructive relationships as an effective and trusted adviser.
- Grasp the importance of how organisational practices and individual behaviours can contribute to sustaining peace in conflict affected contexts.
- Recognise and overcome resistance to change and learn how to remain adaptive in complex settings.
- Identify leverage points for change that are simultaneously ambitious and manageable in practice.
- Be more aware of your own 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 course's methodology

*"An amazing human and learning experience!"*

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 multifaceted challenges they are facing.

The training team applies a lively mix of working formats to support learning. All participants will gain access to a library of resources and relevant literature, videos, podcasts on the topics addressed.

The course is geared towards adult learning with the creation of an environment encouraging exchange and listening between professional peers. Together, the team fosters conversation, indicates linkages between topics, 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.

The course invites participants to undertake a deep and honest self-reflection. Participants learn this is just as much about dealing with themselves as it is about deal-

ing with the challenging situations and issues they work with.

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. We only encourage applications from individuals in formal and informal advisory roles who are seriously committed to self-reflection and their own learning process.

The course is in English and applicants should be fluent in spoken and written English – translation cannot be provided.

Participants should arrive at the course location on the evening of Sunday 24<sup>th</sup> September 2023. The course starts at 8am on Monday 25<sup>th</sup> September 2023 and finishes around 6pm on Friday 29<sup>th</sup> September 2023. The course takes place at Hôtel La Barcarolle in Prangins, Switzerland – 32 km from Geneva International Airport (GVA).

The 5-day workshop is complemented by three live online sessions: two pre-course on Tuesday 5<sup>th</sup> Septem-

ber from 14:30 to 16:30 CET and Wednesday 13<sup>th</sup> September from 14:30 to 16:30 CET, and one post-course on Tuesday 14<sup>th</sup> November from 14:30 to 16:30 CET. For the live online sessions, participants require a stable internet connection, a laptop, a headset and access to Zoom software.

There is no course fee. Interpeace covers all residential expenses for food and accommodation for the duration of the in-person course (i.e. from the evening of Sunday 24<sup>th</sup> September to the morning of Saturday 30<sup>th</sup> September).

Participants are responsible for organising and covering the cost of travel to and from the course venue – this includes any visa application fees. Obtaining health insurance that covers Switzerland is strongly advised.

Application results will be communicated by the end of May 2023. For more information please visit [our webpage](#) or contact: [effectiveadvising@interpeace.org](mailto:effectiveadvising@interpeace.org).

**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.*

**COVID 19 NOTICE:** Interpeace has resumed in-person courses. Closer to the time of the course, Interpeace will monitor global COVID-19 developments and assess whether any specific precautionary measures need to be put in place for the course. Participants will be required to comply with any possible COVID-19 requirements of Switzerland at their own cost; Interpeace will not cover any costs related to any COVID-19 related travel disruptions.

*“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 Interpeace.



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