



**Institute for Peace and Conflict Resolution (IPCR), Abuja, Nigeria
National Peace Academy (NPA)**

**Call for Applications
Course Date: 15th – 26th November, 2021**

Strategic Course on Mediation and Negotiation (Chartered)

Introduction

This course is strategically designed for professionals and other prospective candidates, seeking for means to reaching peaceful and agreed resolution to conflict or dispute. It is observed that the involved parties in disagreement often lack experience in strategic negotiation and, for some groups, even recognising the opposing side as a legitimate negotiating party or to identify strategic mediation techniques can be too much to ask. To complicate matters even further, the task of both skills is not always delegated to a trained mediator or negotiator, but may instead fall on the shoulders of individuals unfamiliar with the unique demands and skills required to mediate and negotiate successfully.

This invaluable interactive course offers the knowledge and skills to prepare beneficiaries to close deals that might otherwise be deadlocked, maximize value creation in agreements they reach, and resolve differences before they escalate into costly conflicts, time delay or waste of resources. This course emphasizes an understanding of both analytical tools and interpersonal techniques for dealing effectively with different mediating and bargaining styles and tactics.

With state-of-the-art facilities, the Institute for Peace and Conflict Resolution (IPCR), the government agency tasked with the responsibility for strengthening Nigeria and Africa's capacity for the promotion of peace, conflict prevention, management and resolution, will take participants through two-week training on strategic mediation and negotiation skills. Through the Institute's training arm, the National Peace Academy (NPA) will deliver the mediation and negotiation course that will lead towards high impact and sustainable skills at all levels, whether finding solutions to people management issues, sealing a deal on a sales packages, or entering into high-level strategic mediation or negotiation involving multi-party stakeholders. The training is for those who want to go beyond intuition and acquire tools to help them achieve greater success in mediation and negotiation.

Course Content

The course programmes are designed in such a way that each focus on a critical aspect of mediation and negotiation—from structuring high stakes deals and mediating complex

disputes to resolving intractable problems and strengthening difficult relationships. The course extends far beyond theory and lectures. It strategically focuses on professionals with an opportunity to refine skills through interactive exercises, mediation and negotiation simulations, and hands-on activities. The following are some of the topics to be covered in the course:

- Basic concepts, theories and techniques of mediation and negotiation
- Overview of issues, conflict and contexts in which mediation and negotiation can be deployed
- Understanding mediation and negotiation processes and strategies
- Interpersonal skills
- Integrative vs Positional Bargaining
- Conflict Analysis and Conflict Management
- Conflict Resolution process
- Win-Win Characteristics
- Alternative Dispute Resolution (ADR)
- Ethical issues for mediators and negotiators
- Mediation and Negotiation Simulations
- Negotiating internal and international conflicts

Course Handlers

All the course offerings are taught by well-renowned, distinguished professionals in mediation and negotiation including diplomats, who may have negotiated some of the biggest deals in Nigeria and helped resolved high-stakes national and regional conflicts.

Target Participants

The target audience includes lawyers, judges, executives, political party leaders & officials, military and security leaders, public officials, international organizations, NGOs, diplomats, civil society organisations and private individuals who want to make a career in mediation and negotiation.

Expected Outcome

At the end of the training, participants are expected to have acquired the following knowledge and skills:

- Identify possible agreements
- Manage situations under different and complex scenarios
- Manage mediation process
- Negotiate effectively within groups and organizations
- Generate value when there is uncommon ground
- Manage situations under different and complex scenarios
- Dig into the fundamental tension of creating and claiming value
- Know how to prompt value-creating partnerships
- Emerge well prepared to make better decisions to mediate better agreements, and negotiate better deals

- Structure an effective negotiation sequence
- Bargain in an efficient and respectful manner
- Overcome deadlocks

Teaching Methodology

Course facilitation will be interactive, using collaborative problem-solving based learning approach. It employs adult learning methods such as a small group work/discussions, exercises, brainstorming, mini-lectures, panel discussion, case studies, experience sharing and simulations.

Networking Opportunity

The diverse participants mix allows for dynamic interchange, wide-ranging perspectives, and a network of friends and business contacts that often lasts long after the programme has concluded. To facilitate networking, built into the programme are side-line meetings and conversations for informal, small group meals take place in the Institute's premises.

Course Fee

Each participant shall be required to pay a course fee of N500,000.00 (Five Hundred Thousand Naira). The Course is non – residential and participants are expected to take care of their travel expenses. **IPCR shall be responsible for providing participants with Lunch, Tea/Coffee Break and course materials during the training.**

Application Links

Application Form can be downloaded from: www.ipcr.gov.ng

Completed forms should be submitted through: training@ipcr.gov.ng And copy: awodola@ipcr.gov.ng, anyadike@ipcr.gov.ng

For further inquiry, kindly contact the following please call:

Contact Telephone Lines

08140000672 (08140000NPA)

09099000672 (09099000NPA)

Application Deadline: 5th November, 2021

Deadline for Payment: 12th November, 2021

Venue: Institute for Peace and Conflict Resolution, 496 Abogo Largema Street, Off Constitution Avenue, Central Business District, FCT, Abuja.

The venue is within the Abuja city-centre.

Course Duration: Two weeks

Target Number of Participants: Maximum 30