

## Curriculum

To be reviewed by <b>Feb. 2026</b>	Activity number <b>45</b>	<b>From Conflict Analysis to Integrated Action: Generating Strategies for Intervention</b>	<b>ECTS</b> <b>1</b>
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CORRELATION WITH CTG / MTG TRAs	EQUIVALENCES
Civilian Training Discipline 2: Leadership and Management Civilian Training Discipline 16: Mediation, Negotiation and Dialogue	SQF-MILOF Level 2 Focus: Pol Civ – Mil (strategic)

<p style="text-align: center;"><u>Target audience</u></p> <p>The course is designed for mid ranking personnel engaged in CFSP/CSDP missions or prospective participants on future EU crises management initiatives.</p> <p><u>Open to personnel</u> engaged in: political/diplomatic, peace building, humanitarian and military/security missions and operations from the EU Member States, EU Institutions/agencies/bodies and the Eastern Partnership/Western Balkans countries</p>	<p style="text-align: center;"><u>Aim</u></p> <p>The course aims to integrate different perspectives and understanding of complex conflict, providing participants with critical skills to effectively analyse conflict dynamics and to identify and assess realistic responses. This course provides CFSP/CSDP personnel working in crisis situations with the necessary conceptual frameworks and analytical skills to respond and develop integrated approaches to conflict prevention and crisis management. As part of the wider policy context of EU conflict analysis this course supports CFSP/CSDP decision makers and practitioners to design and implement integrated responses to prevent and manage crisis situations. The course is practitioner focused and highly interactive with an emphasis on development of credible analytical skills in order to improve the quality and impact of interventions.</p>
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Learning Outcomes	
Knowledge	LO1. identify the key elements of EU’s approach to conflict analysis as part of the EU integrated approach to Conflicts and Crises; LO2. explain the critical importance of concepts such as preparedness, conflict sensitivity, conflict prevention as part of peace building; LO3. recognise through a conflict sensitive approach critical insights into the complexity of modern conflicts and the challenges and risks around EU decision making, planning and action, including CSDP interventions; LO4. define the key factors causing conflict and complex dynamics which drive and sustain modern conflicts; LO5. identify the main elements and the key principles which underpin conflict analysis; LO6. discuss different conflict analysis frameworks
Skills	LO7. apply conflict analysis frameworks and tools to include the identification of key actors and problems LO8. apply relevant conflict analysis frameworks to support appropriate decision making in fragile and conflict affected regions LO9. employ conflict analysis tools to real world conflict contexts (stakeholder analysis, relationship mapping, Positions/Interests/Needs analysis ) LO10. analyse potential intervention challenges, including the impact of personal values, demonstrating an understanding of conflict sensitivity and “do no harm” in CSDP missions LO11. integrate gender analysis and human rights based approaches into conflict analysis and the design of interventions LO12. develop critical teamwork skills for interagency operations in complex environments

Responsibility and Autonomy	LO13. assess the complexity of conflict situations and the risks of third party interventions in fragile and conflict affected regions LO14. demonstrate the critical role of conflict analysis, and a conflict prevention lens in CSDP missions LO15. show skills to undertake conflict analysis and to integrate conflict sensitive approaches in the design of priority interventions and potential actions LO16. plan, carry out, and utilise a conflict analysis by considering existing resources, capacities and expertise inside the EEAS and the Commission. LO17. demonstrate how to design interventions is informed by conflict analysis in order to maximize their impact and ensure that they do not cause harm
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### Evaluation and verification of learning outcomes

The course is evaluated according to the Kirkpatrick model: it makes use of *level 1 evaluation (based on participant's satisfaction with the course)*.

In order to complete the course, participants have to accomplish all learning objectives, which are evaluated based on the active contribution in the residential Module, including their syndicate session and practical activities as well as their completion of the eLearning phases.

Active observation by the course director/lead instructor and feedback questionnaire filled by course participants at the end of the course are used.

Module leaders provide an evaluation report for each residential module. The Course Director is responsible for overall coordination, with the support of the ESDC Secretariat, and drafts the *final evaluation report* which is presented to the Executive Academic Board.

## Course structure

*The module is conducted over five days and provides critical skills to support understanding of the nature of complex conflicts, the effective analysis of conflict dynamics and the identification and assessment of realistic responses.*

Main Topic	Suggested Working Hours (required for individual learning)	Suggested Contents
1.Conflict Analysis and the EU framework	3 (2)	1.1. Introduction to Conflict Analysis 1.2. Introduction to EU integrated approach, the CSDP and the central role of Conflict Analysis.
2.Analysis of the causes of conflict	2	2.1. Structural (root causes) , proximate causes and triggers of violent conflict. 2.2.An analysis of the conflict dynamics- understanding the interactions between context, causes, actors and key problems. 2.3 Identity and resource based conflicts.
3. Culture, Values and identity in conflict	2	3.1. Understand how culture, values and identity play its part in conflict dynamics and how this is linked to trust, confidence building, and behavioural change in conflict resolution.
4.Gender sensitivity and human rights based approaches	1	4.1. Gender sensitivity and and human rights based approaches in conflict analysis and the design of interventions.
5.Analysis of CSDP interventions	2	5.1. Case studies and learning from CSDP Interventions – What worked, what needs to be improved and consideration of timing of appropriate interventions
6. Conflict analysis Frameworks	2	6.1. Overview of key frameworks 6.2 Application of frameworks
7.Conflict analysis tools	7	7.1 Introduction to CA tools (Stakeholder mapping, conflict tree, Position/Interests/Needs analysis) 7.2 Application of tools to identify priority actions
8.Conflict analysis Simulation	12 (3)	8.1 Actor analysis, Stakeholder analysis and mapping 8.2 Positions, Interest and needs, identify priority actions
<b>TOTAL</b>	<b>31 (5)</b>	

<u>Materials</u>	<u>Additional information</u>
<p><b>Required:</b>  AKU 29: Conflict sensitivity  AKU 4: CSDP crisis management structures and the chain of command;  AKU 6: CSDP decision shaping/making;</p> <p><b>Recommended (1-2 from below):</b>  AKU 2: The European Global Strategy;  AKU 11A: Gender and the UNSCR 1325 Handbook on CSDP (Volume I, 4th edition, 2021 published by the Austrian Ministry of Defence  Handbook for Decision Makers (2017) published by the Austrian Ministry of Defence</p>	<p>All course participants have to prepare for the residential module by going through the relevant eLearning preparatory phase, which is mandatory. The number of AKU's included in the e-learning module is decided by the Course director, but should not be fewer than two.</p> <p>In order to facilitate discussion between course participants and trainers/experts/guest speakers, the <b>Chatham House</b> Rule is enforced during the residential module: "participants are free to use the information received, but neither the identity nor the affiliation of the speaker(s), nor that of any other participant, may be revealed".</p>