

**Invitation to the EUAM Ukraine staff
To the ESDC Special Edition Course
Mediation, Negotiation and Dialogue Skills for CSDP
(Activity Number 24-25/28/4)
Ukraine, Kiev, 19 – 22 May 2025
Co-organised by Maynooth University
and the European Security and Defence College (ESDC)**

Maynooth University and the European Security and Defence College (ESDC), in close cooperation with the European Union Advisory Mission (EUAM) Ukraine, and The Civilian Planning and Conduct Capability (CPCC) – EEAS, have the honour of jointly organising the second ESDC course in favour of the EUAM Ukraine Mission staff.

In response to the needs of the Mission, we present a Special Edition course on Mediation, Negotiation and Dialogue Skills for CSDP.

The course, specifically tailored to the Mission's requirements, aims to develop the participants' ability to negotiate and to use the mediation process in order to identify, prevent, manage and resolve conflicts.

The course is designed in two phases: a self-paced online component followed by interactive group sessions. Participants must complete the mandatory online content over three weeks (28 April – 16 May). Building on this foundation, they will then take part in four interactive group sessions (19–22 May), designed to reinforce their understanding through various activities. These sessions are structured on the basis that all online coursework has been completed.

The ESDC is committed to an inclusive, gender-sensitive and discrimination-free environment. Only in an inclusive environment can all people, and therefore the ESDC and its partners, realise their true potential. We therefore particularly encourage those applicants who are likely to be underrepresented to apply.

We take great pleasure in inviting EUAM UA to nominate participants, who will gain greatly from this course and acquire a sound understanding of this essential competency in crisis management



Dr Kieran Doyle
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Annexes

- 1. Student impressions from previous Courses**
- 2. Course Administrative Instructions**
- 3. Draft Programme**

1. Students' impressions from previous Courses

...A truly immersive and transformative experience and a critical lesson in interpersonal communication.

DB

Communication Adviser to the European Commissioner for Regional Policy

Your mediation course was out of the top drawer, both in terms of content and delivery. The focus on the human side of mediation, and the emphasis on doing it (rather than just talking about it) through the Emerald Simulation resulted in a great learning experience. Your highly experienced team of facilitators and mentors complemented each other and went the extra mile to share their knowledge and personal insights; they really were outstanding.

SG ISSAT/DCAF Geneva

The course was one of the best educational programs I have ever undertaken. The combination of distance learning, classroom instruction and practical lessons provided the optimal learning experience. The credentials of the tutors were outstanding and the method of teaching highly effective. Although the course is for CSDP Mediation training, I believe it would be useful for anyone in a management position.

P Mac B- Legal and Public Affairs/PR consultant

All the elements for success have been brought together to make a hit of this week: competent staff, friendly people, great venue, motivated trainees and well-balanced course content with varied activities.

DP EEAS – EUMS

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2. Administrative Instructions

- **Target audience:** the course is open to both civilian and military EUAM UA personnel.
- **Fee:** the course has no tuition fee.
- **Places and nominations:** The total number of participants is limited to 12 students.
- **Applications:** the Mission will provide the list of the candidates.
- **Registration** will not be final until it has been confirmed by the ESDC Secretariat, and the participants have provided the requested data
- **The language** used in the course will be English.
- **Attendance** participants' attendance is mandatory for the 4 online group sessions. Participants will receive an ESDC certificate only if they have completed the whole course, including all the e-learning aspects.
- **Points of contact:** for questions regarding participation issues /course/ registration and online aspects, please contact:
 - ✓ Dr Kieran Doyle, course director, at Kieran.Doyle@mu.ie
 - ✓ Alberto Bragadin, training manager at the ESDC, at alberto.bragadin@eeas.europa.eu.

Diversity and Inclusion

The ESDC strives to create a gender-sensitive and inclusive environment in all its courses, activities and day-to-day work. Only in an inclusive environment can all people, and therefore the ESDC and its partners, reach their true potential. We do not and will not discriminate on the basis of race, colour, religion, gender, gender expression, age, national origin, disability, marital status, or sexual orientation in any of our activities or operations. The ESDC and the Training Institutes do not tolerate any conduct that violates these values.

Topics included in Online Preparatory materials

Week 1	Week 2	Week 3
<p>About the Course</p> <p>Course Design</p> <p>Negotiation-What is it?</p> <p>Effective negotiation</p> <p>Scenario for Roleplay During Course</p> <p>Conflict Styles</p> <p>Cultural Influences</p> <p>Conflict Analysis</p>	<p>Types of Negotiation</p> <p>Distributive Negotiations</p> <p>Integrative Negotiations</p> <p>Creating and Claiming Value</p> <p>Key Issues to Manage</p> <p>Listening</p> <p>Questions</p> <p>Approaches to Questions</p> <p>Negotiation deadlocks</p> <p>Preparing to Negotiate</p> <p>Objective of Parties at the meetings</p> <p>Team Based Negotiations</p> <p>How will the roleplay sessions work?</p>	<p>Questioning Strategy and 'Face'</p> <p>Frames and Reframing</p> <p>Mediation</p> <p>Problem-solving mediation</p> <p>The Mediation Process</p> <p>Dialogue Facilitation</p> <p>Strategies for Agreement</p> <p>Spectrum of outcomes.</p> <p>About the Mediation Exercise</p> <p>Your task and how to go about it.</p>

Programme for 4 online group sessions,

The participants will be required to study materials provided online, in their own time, over three weeks, **prior to joining 4 online group sessions**, involving all participants and conducted over 4 consecutive mornings. These Group Sessions, designed on the premise that all the study materials provided online have been completed, will be as follows-

Monday		Tuesday		Wednesday		Thursday	
Time	Activity	Time	Activity	Time	Activity	Time	Activity
1000 1025	Introductions	1000 1030	What is Negotiation	1000 1100	Integrative Negotiations Exercise	1000 1030	Mediation
1025 1120	Listening	1030 1105	Cultural Differences Exercise	1100 1140	Key Issues to Manage	1030 1115	Reframing
1120 1130	Break	1105 1115	Break			1115 1125	Break

Monday		Tuesday		Wednesday		Thursday	
Time	Activity	Time	Activity	Time	Activity	Time	Activity
1130 1220	Questions	1115 1200	Conflict Styles	1140 1150	Break	1125 1245	Mediation Roleplay
1220 1300	Conflict Analysis	1200 1300	Distributive Negotiation Exercise	1150 1300	Negotiation Roleplay	1245 1300	Review