

**Invitation to the EUAM Ukraine staff
To the ESDC Special Edition Course
Mediation, Negotiation and Dialogue Skills for CSDP
(Activity Number 24-25/28/2)
Ukraine, Kiev, 25 – 28 November 2024
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 first 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.

Participants will complete online content at their own pace over a three-week period. (4 November to 24 November).

Following this, they will take part in four(4) highly interactive group sessions, designed to deepen their understanding of the material studied. These sessions will engage all participants in various activities and will be conducted over four (4) consecutive mornings. (25 to 28 November)

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.

The course is specifically addressed to EUAM Ukraine Mission EU staff and CPCC personnel involved.

The course will be held online, with the assistance of the ESDC Training Manager Alberto Bragadin alberto.bragadin@eeas.europa.eu , who will coordinate the course in presence in Kiev.

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Dr Kieran Doyle
Asst Director
Edward M. Kennedy Institute
for Conflict Intervention
Maynooth University, Ireland



Fergal O`Regan
Acting Head of the European Security
and Defence College



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 **8 students** (initial validation programme)
- **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
About the Course Course Design Negotiation-What is it? Effective negotiation Scenario for Roleplay During Course Conflict Styles Cultural Influences Conflict Analysis Dilemma Analysis	Types of Negotiation Distributive Negotiations Integrative Negotiations The Negotiator Creating and Claiming Value Key Issues to Manage Listening Questions Approaches to Questions Negotiation deadlocks Preparing to Negotiate Objective of Parties at the meetings Team Based Negotiations How will the roleplay sessions work? Negotiation Roleplay Schedule	Questioning Strategy and 'Face' Frames and Reframing Mediation Problem-solving mediation The Mediation Process Dialogue Facilitation Strategies for Agreement Spectrum of outcomes. About the Mediation Exercise Your task and how to go about it. Mediation roleplays Schedule

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
0900-0915	Confirm connectivity and Course Overview	0900-0915	Review/ preview	0900-0915	Review /Preview	0900-0915	Review/preview
0915-0940	Introductions	0915-1000	Conflict Analysis Exercise	0915-1015	Listening Exercise	0915-0945	Meditation Exercise
0940-1100	Cultural differences Exercise	1000-1050	Distributive negotiation Exercise	1015-1100	Questions Exercise	0945-1045	Reframing Exercise
1100-1115	Break	1050-1100	Break				
1115-1200	Conflict Styles Exercise	1100-1145	Integrative Negotiation Exercise	1100-1115	Break	1045-1100	Break

1200	What is Negotiation?	1145	Break	1115-	Negotiation	1100	Mediation
1230		1200		1200		Roleplay	
		1200	Key issues to manage	1200	Feedback and Review	1200-	Feedback and Review
		1230		1230		1230	