

**Invitation to the
ESDC Course: Mediation, Negotiation and Dialogue Skills for CSDP**

(Activity Number 23-24/28/2)

Maynooth, Dublin, Ireland, 20 - 24/05/2024

**Co-organised by Maynooth University
*and the European Security and Defence College (ESDC)***

Maynooth University and the European Security and Defence College (ESDC) have the honour of jointly organising the course on Mediation, Negotiation and Dialogue Skills for CSDP from 20 May to 24 May 2024.

The course aims to develop the participants' ability to negotiate and to use the mediation process in order to identify, prevent, manage and resolve conflicts. Relevant UN and EU mediation principles, such as inclusiveness and adherence to international norms (including prohibition of amnesty for serious war crimes), while remaining flexible and creative, will be taught and applied. These capacities are required at all stages of crisis management, whether when mission leaders meet with local stakeholders, or when EU police, military or civilian personnel, at isolated outposts, try to control an incident or arbitrate in a local dispute.

The focus of the residential week of this course will be on experiential learning. Individual competencies will be developed in a small team context, under the guidance of a tutor. The practical part of the course (simulation) provides an opportunity for the participants to apply and put into practice what they have learned and to relate it to a relevant international peacebuilding scenario.

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.

This approach means that participants will be introduced to some course content online and will then have the opportunity to work on and apply this content during the residential week. E-learning course content will be made available to participants on the university's online learning platform (Moodle) and must be completed prior to the residential part of the course. Participants are expected to bring their personal computers to class to facilitate their access to the online learning platform during the week.

The course is open to staff of the EEAS, public servants from EU Member States, justice, diplomatic, police and military establishments and third countries, or personnel who are deployed or are expected to be deployed in civilian and military crisis missions and operations.

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

A handwritten signature in blue ink, likely belonging to Dr Kieran Doyle.

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

A handwritten signature in blue ink, likely belonging to Fergal O'Regan.

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 programmes 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, a 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 personnel from the EEAS, EU Member States, EU Institutions and Agencies, civilian and military CSDP missions and operations, candidate states, third countries and international organisations.
- **Fee:** the course has no tuition fee.
- **Places and nominations:** the total number of participants is limited to 27 (TBC). Typically, one place will be allocated to each Member State, but depending on the total number of requests, one additional place may be allocated.
- **Applications:** applications from EU Member States and EU institutions and agencies must be submitted via the ESDC secure internet system ENLIST, by designated nominators no later than **18 April 2024**. A list of relevant ENLIST nominators can be found on the ESDC website at <https://esdc.europa.eu/nominators/>.

Applications from third countries should be sent to enver-ferhatovic@eeas.europa indicating:

- - full name of the candidate
- - personal e-mail address (functional mailboxes will not be accepted)
- - institution
- - reason why this course would be of benefit to the applicant
- **Registration** will not be final until it has been confirmed by the ESDC Secretariat and the participants have provided the requested data on ENLIST.
- **The language** used in the course will be English.
- **Course content:** Participants will also bring their personal computers to class to facilitate their access to the online learning platform during the week.

- **Attendance** participants' attendance is mandatory every day of the course. Participants will receive an ESDC certificate on the last day only if they have completed the whole course, including the e-learning modules.
- **Residential part of the course:** the course venue for the week will be [Maynooth University](https://www.maynoothuniversity.ie) ¹ from 20 to 24 May 2024 (Monday 14:00 to Friday 13:00).
- **E-Learning:** the course will be preceded by mandatory e-learning autonomous knowledge units (AKUs), which will be available from 22 April 2024 on the ESDC e-learning platform ILIAS. Course participants will have to complete the Autonomous Knowledge Units (AKUs) before the residential phase of the course begins (Monday 20 May 2024).
- **Costs:** sending authorities will cover all travel, accommodation and catering (including breakfast) costs incurred during the residential part.
- **Dress code:** the dress code is 'daily office uniform' for military personnel and 'business casual' (e.g. jacket with tie for men) for civilian personnel.
- **Liabilities and insurance:** in the event of a medical emergency, participants' medical insurance provided by the sending country/organisation will cover all costs. The organiser will not provide health or accident insurance for course participants.

Please do not book flights or accommodation before receiving confirmation of attendance.

- A reception will be held on campus on Monday evening (20 May). There will also be a course dinner on Thursday (23 May).
- **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
 - ✓ Enver Ferhatovic, training manager at the ESDC, at enver.ferhatovic@eeas.europa.eu.

¹ <https://www.maynoothuniversity.ie/edward-m-kennedy-institute>

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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.

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3. Draft Programme

20 May		21 May		22 May		23 May		24 May	
Time	Activity	Time	Activity	Time	Activity	Time	Activity	Time	Activity
1400 1415	Welcome and overview of Course	0900 1015	Gas field Negotiation	0900 0915	Negotiation Tools	0900 0915	Review/preview	09.00 10.00	Review of course learning objectives and lessons learned.
1415 1430	Pairs Exercise	1015 1025	Break	0915 1000	Listening	0915 0945	Framing/reframing	1000 1100	ESDC presentation on further training possibilities
1430 1500	Introductions	1025 1150	Conflict Analysis	1000 1100	Questions	0945 1000 1000 1045	Meditation Preparing to mediate	11.00 12.00	Presentation and Panel discussion
1500 1510	Break	1150 1200	Break	1100 1115	Break	1045 1055	Break	12.00 1230	Closing remarks, evaluation and closing ceremony
1510 1520	Chairs exercise	1200 1230	What is Negotiation?	1115 1230	Preparing to negotiate	1055 1115	Prepare for Mediation 1		
1520 1540	Review	1230 1400	Lunch			1115 1200	Mediation 1		

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1540 1550	Break	1400 1445	Distributive Negotiations			1200 1220	Feedback		
1550 1650	Conflict Styles			1230 1400	Lunch	1220 1230	Review / Preview		
1650	ESDC Course Manager	1445 1500	Break	1400 1415	Prepare for negotiation 1	1230 1400	Lunch		
1715	Welcome Reception	1500 1545	Integrative Negotiations	1415 1500	Negotiation Role play 1	1400 1420	Prepare for Mediation 2		
		1545 1615	Key issues to manage	1500 1510	BREAK	1420 1505	Mediation 2		
		1615 1645	Creating and claiming value	1510 1520	Review/ feedback on role play	1505 1515	Break		
		1645 1700	Review/ Preview	1520 1530	Prepare for negotiation 2	1515 1600	Feedback and plenary		
				1530 1615	Negotiation 2	1800	Campus Tour		
				1615 1620	Break	1900	Course Dinner		
				1620 1700	Feedback and plenary				