

*Initiative for Active Conflict Transformation in Namibia (I ACT)*

attached to & in cooperation with  
University of Namibia – Faculty of Law  
Human Rights and Documentation Center (HRDC)  
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in cooperation with

University of Namibia - Faculty of Humanities and Social Sciences  
Department of Social Work and Community Development  
Head of Department: Ms Maretha Maree

**16.-17.03.05**

**Workshop:**

**Dealing with Violence and Conflicts in Social Work in Namibia**

**Participants:**

**Final Year Social Work Students 2006** of the University of Namibia  
& **Social Workers in the Field** (Final Year Students 2005, who attended four days of conflict resolution training in 2005)

**Venue:**

**FES-Forum, Burgstrasse, Windhoek**

**Dates:**

**Thursday, 16<sup>th</sup>, 09.00 – 16.00** ~10 Final Year Students '06  
& ~ 2 Lecturers, Dpt. of Social Work

**Friday, 17<sup>th</sup>, 09.00 – 15.00** ~10 Final Year Students '06  
& ~ 2 Lecturers, Dpt. of Social Work  
& ~11 Social Workers (Final Year Stud. '05)

**Facilitator:**

**Prof. Dr. Angela Mickley** (Initiative for Active Conflict Transformation)  
*Peace Education, Conflict Resolution, Ecology*  
Potsdam University of Applied Sciences - Department of Social Studies

**Co-facilitator:**

**Ben Schernick** (Initiative for Active Conflict Transformation – local Co-ordinator)  
*former Police Detective & Social Work Student at*  
Potsdam University of Applied Sciences - Department of Social Studies

## *Draft Programme:*

### **Day 1:        Thursday, 09.00 – 16.00 h :**

09.00 – 09.45	Introduction (Input & Exercises): Nature and functions of Conflict
09.45 – 10.45	Exercises to identify personal conflict experiences and attitudes, debriefing of exercises, answering open questions...
10.45 – 11.00	<i>small break</i>
11.00 – 11.30	Artistic exercises to support, improve and accelerate learning processes
11.30 – 13.00	Input: Intervention, deescalation and conflict resolution
13.00 – 14.00	<i>lunch break</i>
14.00 – 15.00	Preliminary exercises for conflict resolution: communication, empathy, active listening, mirroring, paraphrasing, interrupting etc.
15.00 – 15.45	Input: Four phases of a mediation-process
15.45 – 16.00	Final Exercise

### **Day 2:        Friday, 09.00 – 15.30 h :**

09.00 – 09.30	Warming-up games
09.30 – 10.00	Exercises on minor conflict situations
10.00 – 10.45	Debriefing exercises, sharing experiences, answering open questions...
10.45 – 11.00	<i>small break</i>
11.00 – 11.15	Artistic exercises to support, improve and accelerate learning processes
11.15 – 12.30	Supervision: evaluate field work and first trials with the new methods and assess improvements Additional theoretical input will be provided on request
12.30 – 13.30	<i>lunch break</i>
13.30 – 14.30	Case work: Roleplay individual cases from the field in smaller groups
14.30 – 15.10	Debriefing roleplays, reflect and discuss experiences in plenary
15.10 – 15.30	Final feedback from participants/facilitators, possibilities for follow ups