

Monday 18.11.	Tuesday 19.11.	Wednesday 20.11.	Thursday 21.11.	Friday 22.11.
	8.00-9.00 Breakfast	8.00-9.00 Breakfast	8.00-9.00 Breakfast	8.00-9.00 Breakfast
09:00-10:30 Bus from Kiasma to Nuukisio Check in to hotel	9:00-10:30 Conflict analysis. Overview of conflict analysis tools, conflict analysis as basis of process design; ripeness, triggers and entry points <i>Julia Palmiano Federer</i>	9:00-10:30 Facilitation skills. Facilitation and communication skills needed in mediation, negotiation and dialogue <i>David Lanz, Johanna Poutanen</i>	9:00-10:30 Mediation process design. Mediation phases: mediation strategy, international context, coordination mechanisms and multi-track mediation <i>David Lanz</i>	09:00-10:30 Mediation in crisis management missions in practise. Different ways of supporting peace processes; mediation, negotiation and dialogue activities in civilian crisis management missions <i>Cecilia Pellosniemi</i>
10:30-11:00 Coffee break	10:30-11:00 Coffee break	10:30-11:00 Coffee break	10:30-11:00 Coffee break	10:30-11:00 Coffee break
11:00-12:30 Welcome and Introduction <i>Satu Turpeinen</i>	11:00-12:30 Conflict analysis continues <i>Julia Palmiano Federer</i>	11:00-12:30 Facilitation skills; group and pair exercises <i>David Lanz, Johanna Poutanen</i>	11:00-12:30 Mediation process design continues <i>David Lanz</i>	11:00-12:30 Mediation in crisis management missions in practise; role play <i>Cecilia Pellosniemi</i>
12:30-13:30 Lunch	12:30-13:30 Lunch	12:30-13:30 Lunch	12:30-14:00 Dare to share lunch	12:30-13:30 Lunch
13:30-15:00 Introduction to mediation, negotiation and dialogue. Third party roles: different types of mediators and mediation styles; negotiations (BATNA, Harvard principles), UN, EU and OSCE principles <i>Julia Palmiano Federer</i>	13:30-15:00 Inclusive mediation focusing on women and youth. Gender-sensitive conflict analysis: gender equality and gender mainstreaming in peace processes, youth inclusion in peace processes and inclusion strategies in process design <i>Johanna Poutanen</i>	13:30-15:00 Facilitation skills; role play <i>David Lanz</i>	14:00-15:30 Mediating and human rights. Role of human rights in mediation processes <i>Cecilia Pellosniemi</i>	13:30-15:00 Course closure. Feedback, open questions, certificates and closing address <i>Satu Turpeinen</i>
15:00-15:30 Coffee break	15:00-15:30 Coffee break	15:00-15:30 Coffee break	15:30-16:00 Coffee break	15:00-15:30 Coffee break
15:30-17:00 Introduction to mediation, negotiation and dialogue continues <i>Julia Palmiano Federer</i>	15:30-17:00 Inclusive mediation focusing on women and youth continues <i>Johanna Poutanen</i>	15:30-17:00 Conflict trends and mediation. Current trends and peace mediation <i>David Lanz</i>	16:00-17:30 Mediating and human rights continues <i>Cecilia Pellosniemi</i>	15:30-16:30 Bus back to Kiasma, Helsinki
18:00-19:30 Welcome Dinner	17:30-19:00 Dinner	17:30-19:00 Dinner	17:30-19:00 Dinner	
	19:00 Fireside Chat; practical experience	19:00 Indoor sauna and swimming pool (optional)	19:00 Sauna by the lake (optional)	