



Funded by
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Young Activists for Peace

Promoting Non-Violent Conflict Resolution



The Art of Dialogue: Peace-building Skills for Everyday Life and for Youth Work

22.07.2023 - 29.07.2023

Sievershausen, Germany

Background of the Initiative

Since 2015, **ICJA** offers trainings and youth exchanges in the frame of a concept we call ***“Young Activists for Peace”***. Until now over 400 participants came from different corners of the European Union, Eastern Europe and Caucasus, as well as the Mediterranean Region

The ***“Young Activists for Peace”*** projects offers a wide range of activities, topics and pedagogical concepts in the field of peace education, trainings for democracy, empowerment of youngsters with fewer opportunities etc. We do this, because we believe in the impact of this work on the young participants who will contribute democratic and peaceful societies in the long term.

Global warming is a fundamental threat to all people on earth, but in different ways: The lifestyle of the rich is the main cause of the greenhouse effect; people in the global south suffer the most from the consequences, like drought, heat waves and floods. Especially poor and young people in the global North and South are bearing the consequences of a climate crisis they did not cause.

The focus of this training was the worldwide fight for climate justice. Together we looked for positive role models and helpful competences to achieve a more peaceful and sustainable future for all of us.

Goals of the Training

The training was attended by 22 young activists from Armenia, France, Georgia, Germany, Greece, Italy, Turkey, and Ukraine. Together, the participants led a dialogue and peace-building skills for everyday life and youth work.

With this project, the organisers reminded people that we as human beings are also characterised by the ability to communicate successfully, to cooperate, to show compassion and to act in solidarity.

The training gave the opportunity for a well-founded discussion of the following questions:

- What concepts can help us to understand and deal with interpersonal and social conflicts?
- Do you find yourself arguing with parents and friends about little things or feeling lost and overwhelmed with how to support your organisation and other young people around you to truly connect?
- How is it possible to communicate peacefully instead of escalating and how can we implement this in our work with young people?
- Where can we as youth workers and youth organisations contribute to a peaceful way of communicating in public discourse?
- How can we contribute to peace between the countries of Europe and the world through peace education of young people?

Activities in details

Day 1

- Arrival
- Opening

Day 2

- Expectations and concerns
- Invitation for holding the group together
- Program content explanation
- Roles/shifts
- Intro to NVC judgment and needs (Jackal/giraffe)
- Homegroups
- Observation
- Finding observations/feelings/needs
- Debrief
- Kitchen Drama
- Youth Pass

Day 3

- How my feelings work, getting to know them
- One need - many strategies (2 circles)
- Home groups
- The market of needs
- Request vs Demand

Day 4

- Intro to Empathy - how to use the summary
- How are the Home groups - decision-making process
- Afternoon off

Day 5

- Empathy - where is my attention?
- Empathy forest: silence -summary- feelings/needs
- Home groups
- Powerful request

Day 6

- Hearing 'NO' and 'Yes' behind the "NO"
- Negotiation game: choosing a Holiday place
- Home groups
- Mediation

Day 7

- Deepening connection to my needs
- Evaluation
- Report writing
- Closure

Day 8

- Leaving/Departure

Daily Reports

Day 1, 22nd of July Saturday 2023

Arrival

Observations

Arrival: 17:50 - 19:00

Evening Program: 20:00- 21:00

Opening Circle:



- Emma leads us through a few connection activities to see how long we have traveled to get here. How do we feel about speaking English? Meeting new people?
- Emma leads a meditation for 1 minute, to notice how it feels to be here together / how much do we feel present / how much are we thinking about the journey / about going to sleep or anything else..
- Olena and Emma Introduced themselves to us and spoke about their hopes and intentions for leading this training. They gave us a basic overview of the learning arch of the week and they shared a little bit about what NVC means to them.
- Emma introduced a small group check in activity: in groups of 3 we each took some time to answer the question: "what am I arriving with / what will help me to land / what thoughts / experiences do I come with today?"
- Olena invited the group to share a few things that came up for them during this activity
- Olena introduced the Assistants Luca and Laura, and they shared that they are here to support us with emotional wellbeing as well as practicing the concepts and exercises.
- Olena and Nathalie explained some practical information.

Golden Nuggets:

Shebal: "I feel safe here"

Unknown:

"48 hours of traveling!!" - Dasha

"hearing that other people are also feeling nervous to be in a new group, I feel less alone"

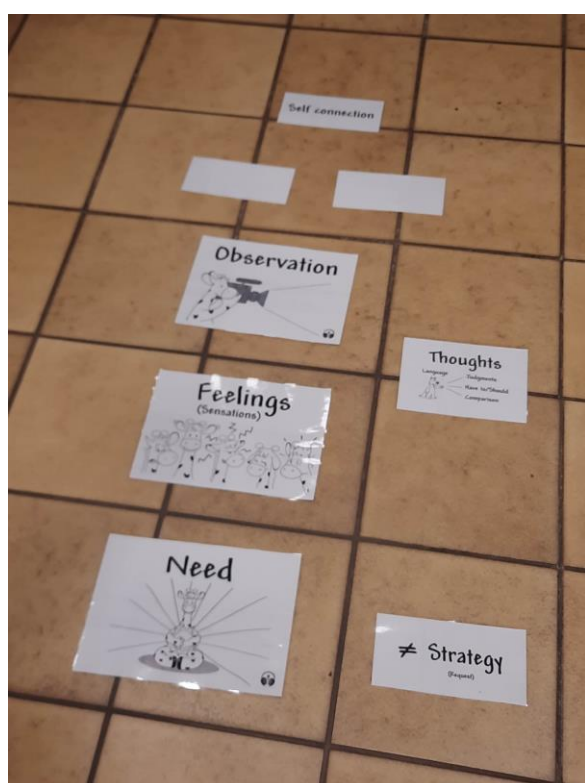
"In my sharing I was saying how i feel excited, nervous, curious all at the same time, and already so connected with you because I hear you feel the same too"

Learning Insights:

- I got to meet new people and learn about all the journeys that we took in order to be here.
- I heard about the intentions of this course and this gave me more of an idea of what to expect for this week.

Day 2, 23rd of July Saturday 2023

Home group 4 - green



Observations

-The sequence of the day:

9.00: The group is having breakfast together

10.00: Session 1: Group connection

We sat in a circle, Emma leads us through a short meditation

- We are asked to turn to the person next to us and show how we feel
- We share for 2 :minutes each

Game in teams:

- Using a blanket between two teams, one member of each group approaches the blanket.
- When the blanket falls the one that says faster the other participants' name wins.

Self reflection exercise:

- Participants make groups of 3 and share why they are here and what are their expectations and hope for the course - we share 3 minutes each

Sharing in a circle: Participants share their

hopes and fears in a big group

Invitation for group co-holding: Olena explains what are the principles she and Emma want to invite the participants to try out: self-care, the participants are at choice for every piece of the training - to do or not to do what they are invited to, honest feed-back, exploration together, and confidentiality. We all agree on keeping individual sharings confidential until there is no confirmation from the person that it can go public.

Explanation of the roles and shifts. *Who doesn't want to be on the photos?*

11.30: Twenty minutes break

11.50: Session 2

Emma proposes an activity in which she shared certain judgments and expressions.

- If we feel connected to them, we make a step forward.
- If we feel disconnected to them we take a step backwards.

We continue with self reflection exercise

- Each member of the group writes down judgements they make towards themselves and others in their lives.

12.30: Introduction to NVC principals and the giraffe and jackal way of thinking:

Exercise: In groups of 3-4 people, one person is expressing a judgment that noted down in the self reflection exercise and the other parts of the group are guessing what need of them is not being met behind this judgment.

13.20: LUNCH The group is having lunch together

15.20: Olena provides an explanation about the role of home groups.

- Home groups gather for their first meeting and group reflection.

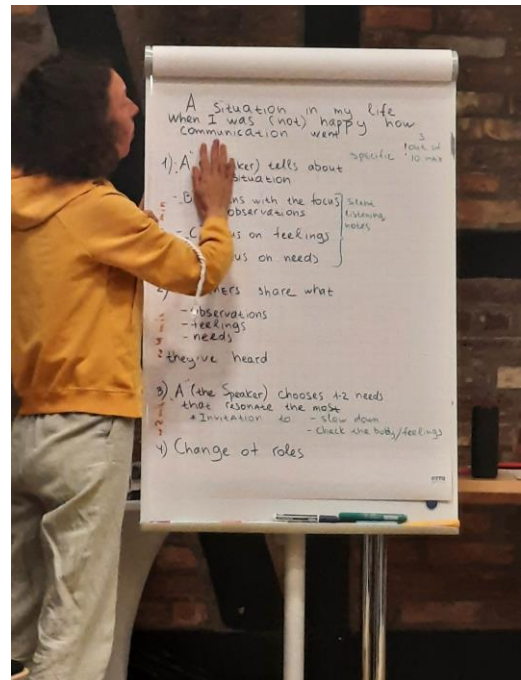
16.00: Session 3

Evening session starts with energiser game:


- An invisible object Emma has brought is shared among the group members standing in a circle. Each one is making their interpretation of what this object could be.
- We see how different our interpretations are and how this is also true in our communication.

16.29: The group is introduced to the technique of observation.

- A short role play is presented by Olena and Emma.
- The group is making observations after seeing the scene presented.
- And Olena proposes to work in groups of 3-4 people. The participants are searching observations in judgemental phrases given on pieces of paper by Olena.
- They share their observations in the group.



17.00: Group activity

- In groups of 4, one person narrates a situation in their life when communication was happy or not.
 - The other 3 members listen to the story and afterwards share what the observations were, what the needs and the feelings of the person may have been.
- 

17.30: Twenty minutes break

17.50: Gathering of the whole group and closing of the group activity.

- Reflection time / how did the activities of today go? what did we learn? What were our challenges?.
- Nathalie shares practical information about the youth training and gives us an Introduction to Youthpass certificate.

18.45: The group is having dinner together

Golden Nuggets / Quotes from the group / trainers

Laura said: "My mother don't accept me as i'm....."

Nata Said: "Observation is a monolog, communication it's dialogue".

Learning Insights :

- Anyone expresses emotions in different ways, but actually we share the same feelings and needs.
- Every of us may understand the tasks differently, but it makes them even better.
- The community supports you anytime you need to.
- We are full of judgements about ourselves and environment, but if we share them with others it may be helpful to discover the needs behind the judgments.
- Reflection is one of the many ways to learn and communicate.
- Community needs to have its own systems and be ready to take responsibility together and change systems to if they don't work.
- Sometimes people tend to make fake observations based on their interpretations.
- It's hard to understand my negative emotions, even fake situations.
- Youth Pass is a really valuable thing for the European youth community.
- People tend to remember negative memories more than positive ones. At the same time, positive ones can bring you and your group more good feelings and energy.



Day 3, 24th of July Sunday 2023

Home group 1 - orange

observations-The sequence of the day:

10.00: Session 1:

Energiser: Play music, move your body, wake up your emotions, two people interact, three people interact.

Check in: Two people talk for ten minutes about how they are feeling today.

10.30: End the activity, start the research, why share emotions? The possible answers are, connection, understanding, normalization, connection with inner self.

Reacting together to specific scenarios, such as how you feel when a friend comes to your house and it's vegan and they say 'there is no food for me here'.?

"How would you feel if a big dog charged at you"?

Noticing that we all react differently to things based on our past experiences and that our emotions are an important way to tell us what we need.

11.00 Exercise tell stories from a moment when you really felt a deep connection, tell how you feel in your body, every 2 minutes during telling the story. Express how it feels in your body and continue the story.

Then we looked at the difference between our thoughts and our feelings =

- Pseudo feelings. we chose 1 of the Pseudo feelings and then we did an activity where similar to yesterday, one person told, another person was looking for feeling, another person was looking for needs behind this Pseudo feeling.

11:40 break

12.00: Session 3

We finished the exercise from the last session.

We shared what we learned in the main group

We looked at how we can find 1 concrete example of how to fulfill a need.

We divide into two groups, do exercise to find an example for each need one at a time, come back at 13.00 together

13:20 The replay will start, and I will share how I did and how I feel after the exercise.

Discuss the questions about Needs and strategies, the specific difference between them.

13:30 - Lunch break / we eat together

16:00: Announcing the good news, there will be bread and bacon at breakfast time.

Things like washing machines and sports equipment.

16:20: More info for how to write these daily reports = we are given a booklet to support us during the training.

16:30: Needs Market game: We each have 6 cards with needs. We move around the room to try and swap needs cards with people or to find a way that we can both have the same needs. We write a cheque for each other to have the same needs. We make a presentation of our needs.

17:10: End the game and do a review of how the day went?

18:00: To learn the difference between making a demand and making a request. We saw Emma and Olena making demands of each other. Then we see them making a request. We get into groups to try the different demands and the requests together and to see and feel the differences between them.

18:30: Feedback about the day.

Learning Insights

During the session,

- Our body is a reflection of our inner state. Sometimes the body knows more than our brain. It is important to learn to listen to it!
- When we learn to understand and express our feelings, we learn to take care of ourselves.



- Finding balance is not only a goal, but also an ongoing process that helps us maintain flexibility and inner harmony. By finding balance in all aspects of life, we increase our experience and become more capable of coping with life's challenges.
- We are all in different life circumstances, and sometimes we may feel stuck or limited by our circumstances. But one of the most interesting insights is that there is always a choice about how to care for myself and each other in our experiences.
- The more we engage ourselves with our own inner world, the greater the opportunity to attract the excitement and inspire others with our uniqueness. Our own passions and hobbies are reflected primarily in our attitude to the world, which makes us more interesting, exciting and connected to others.
- When you re-tell a story, you feel the same emotions as in the situation from the past that you are telling about now.
- People don't have to feel the same way you do. They have different ways of experiencing their own observations, emotions and needs.
- If you want to understand a person, you should not look at their needs and feelings through the prism of your own views and perspectives.
- Observations are what the camera sees, what everyone present agrees on.
- Observation is a fact, something that happened, not your opinion about it.
- To observe is to see the film in a positive, neutral way.

Golden Nuggets

Emma asked: "How do you feel when a dog is running towards you?"
Narek answered: "Depends on the dog."

Emma: "My feelings are caring for my needs."

Laura: "I have felt seen by little kids that I am teaching at school."

Dasha: I am thankful for this exercise. (about pseudo feelings exercise)

Emma: "My emotional brain is always asking - and am I safe or am I in danger? Do I belong or do I need to protect myself?" Emma: "My emotions are my reactions to life and this is an alarm that tells me if my human needs are fulfilled or not"

"Everyone was smiling peacefully when we were saying the Word "comfort" the second time." (after the mediation with Olena)

Wu (came late): "Sorry, I was lost. I asked the people where is the church"???

Mari: "I need more love in my life but I don't have any idea how to get it".

Luca: "In order to take care of purpose in my life I need to stop thinking about doing something and just experience it".

Maria: "I was alone in a concert and video call my sister at the concert and think that "yeah, i am having fun right now".

İkbal: "For more flexibility in our life we need to look for balance".

Olena: "I need to remind myself that I HAVE CHOICE".

Özge: "I learned that we try to reach something we cant get it at the end we can just let it go".

Nata: "If we manage to be interested in ourselves we can be interesting to others".

Wu: "I am very satisfied with my shopping list!! (of the needs we found in the exercise).



Day 4, 25th of July Tuesday 2023

Home group 2 - yellow

Observations

9-10:00 am: The group had breakfast but I was sleeping (I'm sorry☹)

10:00-11:30 Session 1:

Then Emma was leading us and we were doing some exercises and learnt how to make summary of what we are hearing the other person says (we were doing that with a small team) 1 person is listening for the summary and the other for the feelings and needs. We also we went out for doing some activities and games with Olena, because everyone was tired from learning (it was like a movement game, changing with couples)

11:30-11:50: BREAK

It was our break and the group had coffee with sweets that participants bought with them from Georgia

11:50- 13:20 Session 2:

It was our 2nd session and we were sitting together to discuss our home groups problems with Emma, working better together and making decisions with the group and also choose color for our Home group (and we choose yellow)

We did a decision making process on the board. Collecting all the issues, then finding the needs and then collecting ideas from the group and seeing which system is working for us all.

13:20-15:20 LUNCH: It was our lunch and after having lunch we went to Hanover there we divided for three group one of us went for a shopping, the other went for eating and we (Tigran, Julia and me) went just for a walking in the city.

16:00-17:30: and 17:50-19:00: It was our Afternoon



Golden Nuggets / Quotes from the group / trainers

Emma: "After I summarized what Luca said he corrected me: in that way I gave him the opportunity to add what is really important for him"

Seval: "When I received the reformulation from my partner I felt heard and relieved by knowing that she understood me"

Emma: "Before sharing our ideas about how to solve it let's see if there are other concerns so that we can collect all the needs of the group first, we want to include and care for all of them"

Narek: "I enjoy being in nude beaches and taking photographs for his art"

Learning Insights :

- During the session I realize that I am starting to listen to myself more and trying to understand how I really feel on the inside.
- Hearing other people's summary about my feelings is like a mirror I am looking at. It is more specific and precise.
- At the morning, we learned about everyone's feelings for the week and our plans for the afternoon in the sorting game according to our feelings
- The activity, which we told the person in front of us how we felt, was very nice. It was really analytical approach to watch the person in front of me giving a brief about what I said. I could understand what I talked about more clearly
- It was helpful to see that we can find a way to solve a community issue by hearing everything together.



Day 5, 26th of July Wednesday 2023

Home group 3 - pink

9:00-10:00: breakfast

Session 1 with Emma:

10:00: ½ way evaluation of the course

We played a game where we are drawing each others faces

We check in together as a group.

Announcements about the kitchen and cleaning duties.

Exploring how you feel about your needs on this course so far.

So there are needs which you may classify as:

- needs that you like and are happy about.
- needs you are okay with.
- needs that you would like to have more or you do not have them enough and have the desire to fulfill them.

Examples:

You are fulfilled or happy with a need for friendship and love.

You are okay with a need for flexibility.

And you need more rest and respect.

We took the time to look at our own needs and put them on the board.

Then we shared in a circle what is working for us and what is not working. Some people explained why they put certain needs on the board.

11:30-11:50: Break

Session 2 with Emma:

11:50: introduction of active and deep listening with empathy

12:10: Exploring what is my intention and where is my attention

12:30: Torch exercise: shows where your focus is during listening by trying to give a spot of torch light to the speaker. Practice helps with keeping attention.

12:45: Exploring magic secret forest practice: this activity teaches you to trust someone with a key for the secret forest that is basically the speaker's heart, which is full of thoughts, dreams and hopes. We learned how to stay focused on them and to follow their inner pathway through the forest.

12:55: Looking at helpful tips in listening with empathy: Tips in listening with empathy:

- don't do anything, no need to fix anyone or change anything.
- listen to what their heart is trying to say;
- be curious; check your understanding
- relax into follow the speaker.
- give them space



13:00: Discovering the insights:

- silent listening = giving more space for a speaker.
- empathy is about listening with a presence.
- empathy helps me to understand the perspective of another instead of fighting back in conflict.

13:15: Exercise/practice for listening with empathy:

To listen with:

1. Empathy guesses of feelings and needs
2. Reflecting / Mirroring what we hear (let them correct my mistakes)
3. Silent listening / space for them.

13:20-15:20: Lunch

Session 3 with Olena:

16:00: Diving into making our requests more powerful.

16:30: Practicing writing our request in groups.

17:00: Practice that led you to remember a situation when you were afraid to get «no » as an answer. After that try to find needs and strategies which include the yes behind their no.

17:30-17:50: Break

Session 4 with Olena:

17:50: Clarification of request and acceptance of «no» as an answer.

18:20: Practice of trying to get a right request based on the previous situation in the last practice before.

18:45-20:00: Dinner

Golden Nuggets:

“I try to create a safe environment so the other person can feel comfortable to open her hand.”

"I try to ask questions so I can understand why it was important for her."

"It's okay if we feel that it is too much for us to do what the activity asks. It's okay if we can't do it." - Olena

"Silent listening feels uncomfortable in a conversation." - Marie

"There is no correct way, it's only about what you like." - Emma

"This activity feels like a summary of what we have done so far in this training course." - Thomai

Learnings from the sessions:

Session 1

- I learned to focus my attention on my needs when communicating a problem

Session 2

- I learned that I need to give people access to my feelings and needs

Session 3

- I learned helping people understand how to keep the things that are important to them in their lives and feel safe while doing them, and to understand that the strategies to be developed are different for everyone.

Session 4

- I learned of request /powerful request by using positive language and being more clear about what I am asking for.



Day 6, 27th of July Thursday 2023

Home group 4 - green

9:00: The group is having breakfast together

10:00: **Session 1 with Olena**

Playing games: making figures and washing machine

Check-in: talking about how we are.

- One person is sharing how s/he feels for some time. At some point s/he stops and asks for reflection/summary: *Could you please tell me, what you just heard from me?*

- The partner gives the summary. After the summary 'the speaker' continues with the sharing until s/he wouldn't want to check the understanding again.

Learning from the practice: In this exercise I could choose specifically how I feel. In this part where I was asking for a summary I was getting 'double empathy' - I could make sure that I am not only being listened to, but also understood the way I want to be understood - Oğuzay

Sharing in the circle of how we are - few voices.

Golden nugget: *"I know how to listen to people and be curious about their cultural experience. Here I am learning to listen and be curious about their lives and souls"* - Wu

Hearing a "NO" input/explanation. Explanation from Olena.

Practice in pairs.

- Person "A" is making a request for something to person "B".
- The person B response is "NO".
- The person A tries to understand why person B is saying 'NO' through the guesses of what might be a need behind a "NO".
- The person B confirms OR explains more about the need and about his response.
- AFTER the need is found there are two options: 1) A suggests B an option that includes both needs or 2) A names to B both needs and asks for ideas.



11:15: Debrief of the practice.

Learnings: Expressing our feelings and needs helps to structure my request and helps to understand another person more clear. This allows us to come to the idea how both of our needs can be satisfied - Oğuzay

11:40-12:00: Break

12:00: Session 2 with Emma

(Negotiation game - deciding about spending holidays in groups)

Participants create groups of 4 and try to organize a common trip.

Each participant decide on a different type of holiday destination\style (1-2 minutes)

In turns, each one expresses their destination and why they like it the most while others listen for needs and check with the one speaking. Each participant chooses 2 needs.

Each team creates needs dialogue and think of new ideas which include all needs (Places, things to do - together or outside and the group)

Finally the group chooses one plan option which includes needs from all participants.

13.20: The group is having lunch together

16.00: Session 3 with Emma

Energiser - Group shoulder massage in circle

10 minutes announcements

16.20: Introduction to the life skill of mediation
Role play Emma and Olena

16.50: Exercise in groups of 3

- Participants A and B of the group make a conversation exchanging judgments (they have an argument)
- The third person does the mediator - Says "stop" and tries to translate the other 2 - finding the feelings and needs, remembering to check and let the others correct if wrong.



17.20: Break

17.50: Session 4

Exercise: Group is divided in 2 teams

- One team is trying to guess what Emma's feelings/needs are and the other team what Olena's feelings/needs are.
- One participant says stop and makes a guess

18.15: Practice: 8 minutes 1 meditating and 2 people have an argument and exchange judgments

18.45: The group is having dinner together

Golden Nuggets:



Narek says "It is impossible to take too watermelons in one hands"

Narek asked, "Is it possible to keep neutrality as a mediator?"

Emma says "Number two is not so stable number".

Dasha says "Maybe is a way to support your local community"

'I am here for you whenever you want' - Wu

Expressing our feelings and needs helps to structure my request and helps to understand another person more clearly. This allows us to come to the idea how both of our needs can be satisfied - Oğuzay

I've got used to listening and be curious about the culture of the person. Here I am learning to listen to and be curious about his life and soul - Wu.

In this exercise I could choose specifically how I feel. In this part where I was asking for a summary I was getting 'double empathy' - I could make sure that I am not only being listen to, but also understood the way I want to be understood – Oğuzay

Learning Insights :

1. ****Effective Communication Skills:**** Throughout the day, participants engage in various communication exercises. During the check-in and negotiation game, they practice expressing their needs, emotions, and preferences while others actively listen and seek understanding.

2. ****Conflict Resolution and Mediation:**** The session with Emma focuses on mediation to resolve conflicts. Participants learn the importance of identifying underlying needs and emotions during conflicts, allowing them to approach disagreements with a problem-solving mindset.



3. ****Active Listening:**** During the negotiation game and exercises, active listening is emphasized. Participants learn to listen attentively to each other's holiday preferences, feelings, and needs.

4. ****Empathy and Perspective-Taking:**** The exercise where participants try to guess each other's feelings and needs encourages empathy and perspective-taking. By putting themselves in others' shoes, they gain insight into different viewpoints, fostering a more compassionate and cooperative atmosphere within the group.

5. ****Stress Reduction and Relaxation:**** The energizer activity involving a group shoulder massage helps reduce stress and tension. This emphasizes the importance of self-care and relaxation techniques for maintaining a positive group dynamic.

6. ****Conflict Management Skills:**** The role-playing exercises, such as the one with two people exchanging judgments and another acting as a mediator, provide valuable training in conflict management. Participants learn techniques to navigate disagreements constructively, fostering a harmonious environment within the group.

7. ****Mindfulness and Meditation:**** The session involving one person meditating while two others argue and exchange judgments highlights the importance of mindfulness and self-awareness. It helps participants observe their thoughts and emotions during conflicts, promoting a more thoughtful and composed approach to disagreements.

8. ****Team Building and Group Cohesion:**** The various group activities, such as having meals together and playing games, strengthen the bond among participants. A sense of camaraderie is cultivated, fostering a supportive and united group.

9. ****Decision-Making and Consensus-Building:**** The negotiation game and exercises challenge participants to make group decisions, respecting everyone's preferences and finding common ground.

10. ****Life Skills Development:**** The introduction to the life skill of mediation equips participants with essential conflict resolution abilities. These skills can be applied not only in this group setting but also in their personal and professional lives.

Day 7, 28th of July Friday 2023

Home group 1 - orange

Observations

Breakfast: 9 - 10 am:

1 session 10:00 - 11:30

10:00 play games: Hi Ha Ho

10:20 Check in, talking about the feelings.

Golden nugget: *'I feel that during this course I opened many doors inside me with different feelings. I am worried now whether I will be able to close them before leaving the course' - Seval.*

11:00 Free writing. Use your own language, write one of your dream, try to develop needs in groups of two, and then spend 7 minutes for in-depth analysis

Break 11:30-11:50

2 session 11:50 - 13:20

12:30 Passing the paper ball outdoors, layer by layer to remove to recall from the last day to the first day together of what we have done, all the way to the very first layer.

13:00 Evaluation on the the content is about how you feel towards "Learning about yourself and learning from others".



Lunch 13:20 -15:20

15:20 - 16:00 3 session 16:00 - 17:30

15:30 Finalising the daily reports together in our homegroups

4 session 17:50 - 19:00

Closing session:

Filling in the evaluation forms,

Evaluating Key competences

Practical details

Circel of resonance for the final check-out

Group photo

Presents from Ukrainian team

Dinner together

Evening Activities: playing games, playing music, making small bon-fire hanging out together.

Learning Insights

- It's a project about openness
- Naming needs out loud is the tip of the iceberg "My Life Project" is the deeper layers underneath.
- I learnt to stop, think and then react to the situation. When something happens, time slows down and I need to take 3 steps: observe, understand my feelings and needs and those of the other person. Only then should I ask or say something

Golden Nuggets

Wu: It is easy to find the underlying need for some conflicts, but it is almost impossible to find a solution. For some, it is easy to find a solution, but it is difficult to find the underlying need of this problem.

Nata&Özge: We set a fire inside us.

Wu: We need each other to find out whats in the garbage bin.

Özge: (about impact to work) I think I will learn to communicate in my bilateral relations thanks to what I have learned here.

Laura: I love these community because of this chance to share we gave each other.

Şevval: I think this project will be help me a lot when I am doing my volunteer job in platform. Because now i can feel that i am able to understand people's behavior and what is the need behind that.

Conclusions

The course brought together 22 young activists from Armenia, France, Georgia, Germany, Greece, Italy, Turkey, and Ukraine for a 7-day course on dialogue and peace-building skills for everyday life and youth work.

The training course covered a comprehensive exploration of conflict resolution based on the principles of Nonviolent Communication (NVC), focusing on both intrapersonal and

interpersonal levels. The initial segment of the course centered on cultivating skills to adeptly handle conflicts at an individual level.

The first aspect focused on introspection, guiding participants to work on their attitudes and transform their thoughts and judgments into an understanding of their feelings and needs. Participants were guided to discern objective observations from subjective interpretations and thoughts, enabling them to take a first step toward building a shared reality even when they were triggered. One session was devoted to understanding the nature of feelings and how they can help us see our needs. Special attention was paid to the transformative power of connection to needs and tapping into creativity instead of attachment to one strategy.

The second segment delved into the art of self-expression and empathic listening. Together as a group, we explored how to express requests, feelings, and needs with clarity, avoid ambiguity in messages, and listen for feelings and needs. The course provided specific practice for tracking the dynamics of communication and ensuring awareness of whose voice was being heard in any given moment.

The third part of the course offered theory and practice on how to deal with conflict situations when participants experience them firsthand or when they see the conflict emerging around them. Through role-playing scenarios and practical exercises, attendees gained experience in navigating situations of group decision-making, especially when preferred strategies appeared to be in conflict. The course provided insights on reaching solutions that address the needs of everyone involved. Finally, the course offered practical guidance on supporting others in conflict through mediation. By translating judgments into the language of feelings and needs, participants helped each other in role-play situations to find understanding and empathy, paving the way for productive and nonviolent conflict resolution.



One quote that deeply touched and resonated with us was from a female bisexual participant. She shared her insights in a group after a mediation practice: *"Through role-play and the mediators' work of hearing the feelings and needs of the person whose role I was playing, I came to understand where the reactions of my abusers are coming from. It's not that I have compassion for them, but I am able to see what kind of insecurities they are coming from."*

Her words illustrated for us and the group the potential of the practices we offered to foster empathy and understanding, even in challenging and complex circumstances.

Community life with practical aspects was integrated into the course, becoming an essential component of the overall experience. Participants were divided into smaller groups, known as "home groups," where they collectively took care of various practical chores related to living together. These tasks included setting up tables, cleaning dishes, maintaining tidiness in the house and training space, and keeping track of course activities for the evaluation report.



Taking care of the practicalities was not always easy; it took quite some time and discussions to learn to carry the responsibility for the group in smaller groups. On two occasions, a special time was dedicated to exploring what the group finds challenging and how it can be dealt with in the format of a dialogue.

In addition to the practical responsibilities, the home groups were designed to serve as a safe space for participants to come together daily. Within these smaller communities, individuals could reflect on their experiences during the course and communal living, track their learning and personal growth, and identify areas where further support or development was needed.

The participants' diverse range of ages, life experiences, living situations, and cultural backgrounds brought both continuous challenges and valuable opportunities for mutual learning. One instance that vividly illustrated this occurred during the session, when a participant from Ukraine started crying after hearing a thunderstorm. This emotionally charged moment served as a realization for the entire group, highlighting how the same sound could evoke varied meanings based on individual experiences. It underscored how experiences of war can profoundly shape reactions in different ways, resonating with the group's collective understanding of the impact of personal histories on perspectives and responses.

Throughout the course, we faced several challenges, including food quantity and variety, communication with the cook, workload distribution, and the course's intensity, which affected participants differently. We found creative solutions by negotiating kitchen space use, making the training area more comfortable, and allowing participants to prioritize their

needs. While we improved relationships with the cook, some participants remained dissatisfied with food quantity and variety until the end of the course.

Participating Organisations

Armenia	Progress	programs.pyngo(at)gmail.com
Turkey	PIYA	contact.person(at)pigenclikdernegi.org
Ukraine	STELLA	info(at)ngo-stella.org
Greece	ELIX	youth(at)elix.org.gr
France	Concordia	vlt(at)concordia.fr
Georgia	Civil Forum	civilforumorg(at)gmail.com
Italy	Joint	exchanges(at)associazionejoint.org
Germany	ICJA	youthexchange(at)icja.de

Visibility

10:03



← Posts



ngo_stella_
Sievershausen



51 likes

ngo_stella_ 🇩🇪 Шукаємо трьох учасників на тренінговий курс Erasmus+ з навичок побудови миру через творчість

👉 Закликаємо поширювати можливість у сторіс:) На проєкт можна їхати з України чи будь-якої країни Європи.

🌍 Місце: Sievershausen, Germany
📅 Дати: 22 - 29 липня





Առաջընթաց եղկ / Progress Youth NGO

17. Juli · 🌐

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ՀԱՅՏԱՐԱՐՈՒԹՅՈՒՆ

📌 ԵՐԱԶՄՈՒՄ+ ԵՐԱԳՐԻ ՀԱՅԱՍՏԱՆՑԻ ՄԱՍՆԱԿԻՑՆԵՐԻ ԿԱՆԶ:

ԱՆՎԱՆՈՒՄԸ՝ Միջազգային թրեյնինգ, երիտասարդ ակտիվիստներ հանուն խաղաղության
«Հակամարտությունների ոչ բռնի լուծման խթանում»

ՎԱՅՐԸ՝ Սիվերշաուզեն / Գերմանիա.

ՕՐԵՐԸ՝ Հուլիսի 22-29, 2023

ՄԱՍՆԱԿՑՈՒԹՅԱՆ ՎՃԱՐԸ՝ 40 եվրո

ՏԱՐԻՔԸ՝ 18+

ԼԵԶՈՒՆ՝ անգլերեն

👉 Մանրամասների համար անցեք հղումով՝ <https://drive.google.com/.../1-r55LsHKM2HrkJ8WZU.../view...>

👉 Գրանցվելու համար՝ <https://forms.gle/Mo4yCt3V2Yi3bmRe8>

!! ԴԻՄԵԼՈՒ ՎԵՐՋՆԱԺԱՄԿԵՏՆ Է ս.թ հուլիսի 18-ը, ժամը 23:59-ը:

Հետադարձ կապ կհաստատվի միայն հաջորդ փուլ անցած մասնակիցների հետ:

ՈՒՇԱԴՐՈՒԹՅՈՒՆ, խնդրում ենք դիմել միայն վավեր շենգեն վիզա ունեցող անձանց.

Übersetzung anzeigen



 Funded by
the European Union



"Promoting non-violent conflict resolution"



Sievershausen, Germany



22-29, 07, 2023



18.07.2023



Առաջընթաց ԵԻԿ / Progress Youth NGO ist hier: Sievershausen.

9. August · 🌐

...

We are delighted to share a significant event that took place from July 22-29 this year in Sievershausen Germany 🇩🇪. The "Young Activists for Peace promoting Non-Violent Conflict Resolution" Erasmus+ training program was conducted with utmost enthusiasm and dedication.



Our esteemed representatives, Narek Botsinyan, Lilit Petrosyan, and Tigran Ohanyan, had the privilege to present our esteemed youth NGO "Progress" as an Armenian partner organization. 🇩🇪



During this program, participants engaged in insightful discussions, probing essential questions such as:

- 🧠 Understanding and addressing interpersonal and social conflicts through relevant concepts.
- 🗣️ Navigating disagreements with grace, whether with loved ones or peers.
- 🌱 Fostering peaceful communication methods in our work with the youth.
- 🌐 Identifying avenues where youth organizations can contribute to harmonious public discourse.
- 🌍 Promoting peace education among young individuals to foster global harmony.

This initiative was brought to fruition by the diligent efforts of the [ICJA Freiwilligenaustausch weltweit \(ICYE Germany\)](#) 🇩🇪, with co-financing graciously provided by the [European Commission](#). 🇪🇺

#ErasmusPlus #progressyouthngo



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2 Mal geteilt

Coordinating Organisation

ICJA Freiwilligenaustausch weltweit e.V.

Andreas Schwab

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This project is registered as local awareness-raising activity associated with the Raising Peace campaign



Raising Peace is a networking initiative that aims to contribute to the construction of peace, the guarantee of human rights all over the world, and to highlight the role that International Voluntary Service (IVS) plays in the field. The programme achieves this through advocating for human rights, non-formal education training and capacity building, empowerment of activists and organisations and through communication and visibility campaigns.

This project was co-funded by the Erasmus+ Programme of the European Union.



**Funded by
the European Union**

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