

Trans-SEC meets CPM- System

Part of the Trans-SEC project is a Conflict Prevention and Management system (CPM- System). The aim of the integrated CPM- System is to facilitate the development of a common Trans-SEC culture which enables all Trans- SEC members to work together in an environment of good communication and trust. Also the system offers services which can be used in case challenges or conflicts arise between Trans-SEC members. As the integration of a CPM- System is an innovation which is applied for the first time in a cross-cultural research project, the introduction of the system was part of the Trans- SEC Kick-off conference from 02.-06.09.2013 in Morogoro Tanzania.



Trans-SEC Tree: workshop results

An external team has been appointed to develop and implement a CPM- System according to the needs of the Trans-SEC members. At this point only CPM- staff based in Germany has been appointed. CPM-staff based in Tanzania will still be identified and appointed. At the Trans-Sec conference the following three CPM- representative were present:

Ms Lisa Kosman (German): mediator and mediation trainer recognized by the German Mediators Association (BM), former attorney.

Ms Jane Wambura (Tanzanian): PhD student, MSc Intercultural Conflict Management, Mediator.

Ms Katharina Löhr (German): PhD student, MSc Political Economy of Violence, Conflict and Development, Mediator.

For the CPM- Team the objectives of the Kick-off conference were threefold:

First, introducing the CPM- System to all Trans-SEC members.

Second, identifying potential areas of conflict and collecting ideas and recommendations by Trans-SEC members for the development of a tailor-fit CPM- System.

Third, facilitating the development of a common Trans-Sec culture (cooperate culture) as a basis for a good working environment.

Workshop 1: Tuesday, 03.09.2013: Introducing CPM and Teambuilding

Introduction of CPM idea by Dr. Stefan Sieber (Trans-SEC Project Manager).

Story-Telling: Trans-SEC members shared their experience with services of conflict management such as supervision, teambuilding workshops and mediation.

Introduction of CPM- Team

Presentation of CPM- System (PPP- available on Trans-SEC Intranet)

Conflict Management (CM) Systems are being used effectively in the (German) business sector. They have proven to minimize conflict cost and increase innovation (literature on Trans-SEC Intranet). For the first time such system will be included in a cross-cultural research project. The component of conflict prevention has been added to the system. The CPM- System shall be developed according to

expectations and needs of project members and will be developed by means of participatory approach to include all Trans-SEC members in the process of system development. The symbol of a tree was chosen to represent the growth of the CPM- System. Over the course of the week, various parts of the tree were filled with input from workshops.

The CPM- idea was also supported by Professor Henry Mahoo from Sokoine University of Agriculture (SUA). Professor Mahoo stressed the necessity of Tanzanian participation and the need to take ownership for the System by identifying and appointing Tanzanian CPM- staff.



Teambuilding Workshop Morogoro 03.09.2013

Teambuilding

The development of a common Tran-SEC culture (cooperate culture) is seen as essential when working together in a cross-cultural research project planned for a period of at least three years. Also, it has proven to be of great importance for CM-Systems to work, that a favorable corporate culture is established.

In the Teambuilding session, Trans-SEC members had to identify and introduce themselves to other project members who were still new to them. For further activities the consortium was divided in three groups of twenty persons

each. In these groups, project members were asked to introduce themselves, hobbies and other personal information with each other. The aim was to connect project participants on a non-work related level to each other. Afterwards, participants were asked to discuss their strengths and dislikes and bring together those strengths and dislikes they as sub-groups had in common. The strength of the consortium become the roots of the Trans-SEC tree, the dislikes are represented by bugs as potential threats to the outcome of the Trans-SEC project.

Focus- Group Interview, Tuesday 03.09.2013

From each institute at least one representative participated in a focus group interview on the CPM-System (16 participants in total). Questions discussed were on experience in working in a cross-cultural environment as well as feed-back and recommendations on CPM. The interview was conducted by Jane Wambura and Katharina Löhr.

Individual Interviews

Throughout the conference, individual interviews were conducted by Jane Wambura and Katharina Löhr (13 in total). The aim was to get diverse and manifold opinions of Trans-SEC members on the issues of conflict prevention and management for the further development of the CPM- System.

Tran-SEC Fun Run

A fun run has been organized by Stefan Sieber. About 20 people participated, exploring together the surrounding of Morogoro while having the chance to exchange informally and having a non-work related experience.

Workshop 2: CPM- System and Teambuilding

Stefan Sieber and Lisa Kosman again emphasized the advantages a CPM- System can offer to the project. More background information on conflict and conflict dynamics presented by Lisa Kosman.

World Café

All Tran-SEC participants were invited to the CPM- World Café. On 9 tables of 5 persons each, opportunity was given to exchange on four different questions.

The first question was on challenges that could occur in the Trans-SEC project.

The second question was on methods or tools that could be used to overcome potential challenges and conflicts (leafs).

Thirdly, participants discussed points that should be included in a common code of conduct (blossoms).

Lastly, participants exchanged on their overall vision for the Trans-SEC project (fruit).

All results were added to the Tran-SEC tree and briefly presented during the wrapping up session in the afternoon.

A code of conduct derived from the World Café suggestions will be send as separate document to all Trans- SEC members as basis for future cooperation.

A detailed description of the World Café method can be found on the Trans-SEC intranet.

All results will be included in the development process of the CPM- System.



World Café Morogoro 06.09.2013