

The CPM awareness trainings

CPM offers conflict awareness trainings for everybody working within Trans-SEC. The training objective is to sensitize Trans-SEC members for conflict phenomena which occur when interacting with others. This objective is based on the assumption that conflicts often escalate because individuals are not aware of or do not have the skills how to work with difficult situations appropriately. Therefore we try to reach as many Trans-SEC members as possible.



So far three awareness trainings have been conducted, with more than 40 participants. The trainings include:

- ❖ Morogoro 19/20 May 2014
- ❖ Morogoro 03/04 September 2014
- ❖ Hannover 06/07 January 2015

I think it is good to have frequent trainings and use it as a platform to strengthen the social capital of the project.

Trans-SEC Member

Upon request more trainings will be implemented. As well upon request further training can be conducted, e.g. a communication training or a training on team, leadership and conflict management.

The awareness training consists of three units

In unit one the relevance of conflict management for research associations like Trans-SEC is deduced, “conflict” is defined and the limitedness of human perception and our “constructivist brain” and the consequences for conflicts and their dynamic is pointed out.

CPM helps to resolve intercultural, interdisciplinary, interhuman challenges and therefore supports dealing with conflicts before they escalate in such big projects.

Training Participant

In unit two the four dominant patterns in human attitude and behavior in conflict situations are highlighted:

There are different expectations, different frustrations, all kinds of different things to be dealt with in order to make the project successful. If you have something like CPM, it doesn't boil down to the individual scientists to deal with it, that is actually quite nice.

Trans-SEC Member

- ❖ The focus on positions instead of needs
- ❖ The dominant stress pattern (fight, flight, freeze) and its influence on conflict behavior
- ❖ The escalation dynamic in conflict situations
- ❖ The negative communication pattern

In unit three basics for constructive conflict handling are introduced, in combination with exercises for participants.

- ❖ How to adequately address issues in a conflict situation?
- ❖ How to actively listen and how to ask the adequate questions in order to transform hardened situations?
- ❖ How to handle specific conflict situations (conflict cases)?

It is a very powerful instrument to build trust and to raise awareness about challenges and problems. It really fulfills its function in de-escalation.

Training Participant

The awareness trainings are highly appreciated by the participants. Often they function as an eye-opener. The knowledge and skills gained during these two days are not limited to Trans-SEC only but can be used in all sorts of situations where human beings interact and different opinions, positions, etc. crystallize apart.

