



CPM Advanced Training on Conflict Awareness and Communication

by Anett Kuntosch

The conflict management system (CPM) is an integral part of the GlobE Trans-SEC project. Therefore, on Sept. 9th and 10th 2016 the advanced CPM training on *Conflict Awareness and Communication* took place on the premises of the Sokoine University of Agriculture (SUA) in Morogoro, Tanzania; prior to the Trans-SEC Annual Meeting. The training was facilitated by the Trans-SEC CPM team including the Senior Facilitator, Dirk Sprenger, and PhD student Katharina Löhr. Twenty participants from north and south were able to take advantage of the training.

Course of the CPM Advanced Training

The advanced training is a continuation of the CPM *conflict awareness training* that took place in the last year. The advanced training provided the participants with short practical exercises focusing conflict and dispute, and gave first insights into the work of a conflict mediator. Additionally, Dirk Sprenger introduced us to some relevant techniques that can be used to approach conflict situations.

The group exercises on transformative listening using “from-the-field” cases, which were provided by the participants made the training very relevant for everybody.



"It was wonderful with CPM training, I never heard about it before and I really enjoyed the topics presented; especially on practicals. I learnt a lot and with this knowledge now, I think I will be able to solve some of the conflicts successfully". Irene Joel, MVIWATA

The first day focused more on some repetition from the awareness workshop, because some participants joined the CPM workshops for the first time. The second day included learning about advanced skills in conflict awareness and communication. Summarized, the emphasis of the training was on following issues:

- ❖ Definition of conflict and dispute
- ❖ Key patterns of human perception, attitude and behavior in conflict
- ❖ Conflict dynamics





- ❖ Methods for working with conflict
- ❖ The third side: the role as conflict facilitator.



“It was my pleasure to be among those who received CPM training. I have realized that CPM is very useful not only in projects but also in family daily life. I am now aware of the way conflicts arise and the way to resolve them between the two sides. With the skills acquired during training and references from Dirk I feel a new person who can take part in mediation in family, community, working places and others to resolve conflicts”, Paul S. Saida, Agriculture Research Officer and PhD Student in Trans-SEC.

All Workshop participants received a Certificate at the annual meeting that was handed over by Dirk Sprenger as a Senior Facilitator and Prof. Henry Mahoo as a representative for CPM Tanzania.

“The CPM advanced Workshop provided a lot of knowledge on how to communicate in and manage disputes. I really liked to join the workshop and look forward to attend also in future trainings.” Christoph Gornott, PIK,



“For my side, CPM training has helped me to understand how to solve social and public conflicts. Also the way on how a mediator is doing his work in conflict solving is clearer now.” Rashidi Ally, Trans-SEC member.

The participants would like to thank Dirk Sprenger and the CPM team for organizing and sharing their knowledge with us, and the SUA for hosting us and make us feel comfortable under the workshop. More information: <http://project2.zalf.de/trans-sec/public/cpmTeam>



All photos by Placid Jumanne and Anett