



About the Academy

The Academy for International Conflict Management and Peacebuilding is the education and training arm of the United States Institute of Peace.

Applicant Qualifications

Course participants should have relevant experience in their field, except for online courses, which are available to everyone.

How to Apply

Directions for applying can be found at: www.usip.org/academy/how-to-apply

Location

U.S. Institute of Peace
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20037

Contact the Academy

For inquiries send an e-mail to academy@usip.org

For FAQs, see www.usip.org/academy/practitioner-courses/faqs

To learn about new courses and other Academy news, sign up to receive the Academy Bulletin: www.usip.org/newsletter

Academy On-Campus Courses

The courses offered through USIP's Academy for International Conflict Management and Peacebuilding prepare professionals for work in and on conflict zones. Courses range in length from three to five days and are held at the USIP headquarters and elsewhere. Classes are small and attract a range of participants, who interact with highly skilled senior practitioners that have firsthand experience in conflict zones.

Introductory Courses

These core courses introduce the fundamental challenges of conflict management, including conflict analysis, conflict prevention, and post-conflict stability operations.

Foundations of Conflict Analysis

Academics and professionals in the field of conflict management face challenges in dealing with the various phases of conflict. In these efforts, successful educators and practitioners follow a simple precept: effective action depends on insightful analysis. This course presents an introduction to the subject of conflict analysis. Participants utilize a range of analytical tools—including context analysis, conflict assessment frameworks, scenario gaming, and situation analysis—to identify conflict drivers and assess the risks of escalation. They also identify opportunities for productive engagement by local, national, and international actors to prevent or manage conflict in the region.

Conflict Prevention

This course is designed to maximize effectiveness by learning how to anticipate emerging threats of deadly conflict, halt and reverse the escalation into violence, and build effective coalitions. The course is intended for public- and private-sector professionals whose work is adversely affected by violent insurgencies, large-scale criminality, civil wars, or transnational conflicts. Includes a multi-day case study on security threats in Latin America—governance challenges, economic reversals, border disputes, insurgent movements, drug trafficking, and struggles over the control of natural resources.

Stabilization and Peacebuilding: Understanding Dynamic Processes and Making Them Work

A hands-on course that provides students with guiding principles for organizing and implementing post-conflict and stability operations based upon desired end states commonly accepted by the peacebuilding community. The course focuses on the critical issues that confront post-conflict interventions and the overarching leadership challenges involved in managing these interventions.

Peacebuilding Organizations and Institutions

This course covers the missions, cultures, operating procedures, and other essential characteristics of key international organizations, regional organizations, government organizations, militaries, and nongovernmental organizations in peace operations and stability operations. Interorganizational planning, communication, and coordination in hostile environments are also addressed.

“These courses fill a major gap in the availability of training opportunities for a range of U.S. and non-American professionals from the official and nongovernmental communities interested in best practices related to the management and resolution of violent conflict.”

Chester A. Crocker,
James R. Schlesinger
Professor of Strategic
Studies, Georgetown
University

Strategic Concepts and Skills Courses

These more specialized courses provide advanced training on such topics as negotiation, mediation, and identity/cultural issues.

Negotiations from Checkpoints to High Politics

Advanced training for people who face negotiation challenges in their professional work. Participants learn to adapt tactics to varying, dynamic situations, and learn how to plan for a negotiation. Instead of a one-size-fits-all approach, participants master a fifteen-point framework that encourages improvisation and helps overcome barriers to agreement in situations ranging from policy coordination to crisis negotiations in the field to high-level diplomatic encounters.

Mediating Violent Conflict

Working in a conflict situation often demands mediation skills, whether working at a grassroots level or in state capitals. Mediation is both an art and science, and requires skilled analysis, careful planning, and effective communication. Designed for practitioners working in or on conflict zones, this course improves participants' ability to understand the motivations and objectives of the various parties, promote ripeness, develop effective relationships, increase leverage, and strengthen mediation capacity. Participants practice their skills through simulations, role play, and case studies.

Building Bridges through Intergroup Dialogue

Learn how to use Intergroup Dialogue (ID) to engage alienated groups in safe conversation about their identities with the goal of improving understanding, dismantling perceptions of the “other,” and creating alliances that help pave the way to greater intergroup cooperation and peaceful coexistence.

Cultural Adaptability in Complex Operations

Participants learn and practice differences in high- and low-context communication styles, individual versus collective organization, power distance, and temporal orientation. Recommended for those whose work requires interacting with local populations as well as across military and civilian sectors.

Engaging with Identity-Based Differences

Identity-based conflicts rooted in ethnic or religious differences pose distinctive challenges for third-party mediators and other advisers. The course outlines strategies for addressing these issues, including responding to leaders who inflame identities, approaching the issue of religion, building relationships through dialogue and ritual, and making use of indigenous or traditional reconciliation measures.

Advising and Mentoring in a Reform Environment

Whether deployed to conduct training, mentor, or advise, professionals from any sector bring significant assets to strengthening the capacity of individuals, institutions, and society in post-conflict environments. This course teaches professionals the ins and outs of the transfer of knowledge including adult learning principles, building rapport, developing conflict sensitivity, assessing local capacity, local ownership, sustainability, project management, training needs analysis, and curriculum design.

About the Courses

The Academy's practitioner-oriented courses prepare domestic and international professionals to work effectively in conflict zones abroad and help decision makers develop successful approaches to preventing, managing, and resolving conflict. Courses emphasize strategic thinking, practical application, and an interactive and diverse experience. Participants come from a wide variety of backgrounds such as government agencies, international organizations, the nonprofit sector, military, international development agencies, and educational institutions.

Civil Resistance and the Dynamics of Nonviolent Conflict

Designed to provide an in-depth and multidisciplinary perspective on civilian-based movements and campaigns in defending and obtaining basic rights and justice around the world. This course focuses on governance, strengthening civil society, grassroots movements, and human rights. The course is delivered in partnership with the International Center on Nonviolent Conflict.

Overseas Religious Engagement

This course offers skills to navigate respectfully within religious spaces and with religious leaders, as well as how and when to implement programming in partnership with religious communities. It provides guidelines for engaging with senior figures as well as grassroots communities. The course provides lessons on how religion interacts with social, political, and economic dynamics. It provides guidance for ongoing consultations with religious communities, as well as assessment of program impact.

Sectoral Courses

These courses focus on specific sectors of peacebuilding, including democracy promotion, rule of law, economic reconstruction, and human security.

Supporting Police Reform: Capacity Building for Advisers and Trainers

This course discusses the actors, dynamics, and issues involved in police reform in post-conflict environments and how that reform fits into the overall security sector reform. Participants learn how to build the capacity of various actors and institutions to provide civilian-led security to the population. Participants also learn how to assess the capacity of various law enforcement actors and systems, identify the appropriate police structure to respond to a specific spectrum of security issues, and transfer knowledge to police actors, from the ministry to the local police station.

Governance and Democratic Practices in War-to-Peace Transitions

How is good governance achieved in states that have collapsed? Develop effective strategies in establishing stable institutions and supporting a robust civil society. Dynamic modules address the interrelationship among issues of corruption, accountability, rule of law, elections, political party development, public administration, and economic reconstruction in divided societies.

Preventing Electoral Violence in Africa: Tools for Policymakers

Stemming electoral violence in transition and fragile environments requires understanding the broader landscape of the conflict and how that conflict is managed. This course will examine specific cases from important 2011 elections to analyze how electoral violence was prevented or mitigated through effective strategic planning and policymaking.

Economic Reconstruction in Conflict-Affected States

Practitioners explore the analytical links between economic activity and conflict as well as the practical constraints and rewards of using economic instruments of conflict management. Case studies and simulations set in Kosovo, Haiti, and Sudan encourage participants to formulate economic instruments within a strategic framework for economic development in vulnerable and conflict-affected states.

Rule of Law Practitioners Course

Participants are offered a comprehensive introduction to rule of law assistance in conflict-affected states. Through the use of case studies and interactive exercises, participants practice core rule of law skills and examine the dilemmas faced in rule of law promotion.

Land, Property, and Conflict

Disputes and grievances over land and property are implicated in practically all conflicts. This course provides policymakers and practitioners with analytical tools for assessing and addressing an array of complex land and property disputes, from competing ownership claims and restitution to customary land rights and illegal urban settlements. Drawing on case studies of peace operations and peacebuilding efforts, participants explore the range of entry points (humanitarian, human rights, state building, development, etc.) and options for dispute resolution and structural reform.

Social Reconstruction and Human Security

This course explores challenges and opportunities for successful humanitarian assistance and longer-term needs for social well-being and development in fragile states. Drawing upon case studies of humanitarian intervention and peacebuilding efforts, students analyze the links between social well-being—particularly public health, education, environmental protection, and refugee needs—and security, governance, rule of law, and economic development as well as explore the relationship between reconciliation and social well-being.

Nuclear Nonproliferation and Arms Control Today: An Introduction

This course provides the nonspecialist with a concise overview of the major building blocks of strategic arms control and nuclear nonproliferation policy as well as current and emerging issues that the world will confront over the next few decades. Exercises and group discussions enable students to develop critical analytical skills in assessing arms control and nonproliferation issues, and a better understanding of their broader impact.

Conflict Mapping

Geographic Information Systems (GIS) mapping technologies can empower conflict management practitioners by providing timely and detailed information both to international actors and to residents in conflict zones. Focusing on case studies in Sudan and Central Africa, the workshop explores how GIS technologies can support early warning and prevention efforts as well as community-level security initiatives. Participants develop strategies to address the technical, analytical, institutional, and political challenges involved in designing coordinated conflict mapping systems.

Gaming and Simulation**Strategic Economic Needs and Security Exercise (SENSE)**

The Strategic Economic Needs and Security Exercise (SENSE), originally developed by the Institute for Defense Analyses (IDA), is a computer-facilitated simulation that focuses on negotiations and decision-making in a post-conflict environment. SENSE simulates the resource allocation challenges confronting national and international decision-makers. Its sophisticated computer support provides participants with rapid feedback on the results of their time-sensitive decision-making in terms of political stability, social justice, and a foundation for economic progress. But the primary activity in SENSE is negotiation between and among those participating in the simulation.



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USIP provides the analysis, training, and tools that prevent and end conflicts, promotes stability, and professionalizes the field of peacebuilding.

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