

# **Facilitation Guide for Peace Building Training for Young Women Leaders for Bougainville Women's Federation**

## **Introduction**

This Facilitation Guide has been prepared for Young Women Leaders who will be able to use it in their Peace Building Work. It is arranged and organized in a simple way that anyone who has attended this Learning Program can use the Module for Peace Education Training or Peace Awareness Education in the Community.

The method for delivering this education program is easy and creates opportunity for participants to learn together. It also creates opportunity for participants to discuss and dialogue on what their insights are and how they can grow their knowledge and skills together as a group. They will also learn about the conflict analysis tools use in peace building analysis work. Also participants will learn how to use the tools in analysing their selected Issues.

In this Module the following Topics will be presented and discussed;

### **Part One: Peace Building Education**

**Topic 1: Understanding Peace**

**Topic 2: Understanding Peace Building**

**Topic 3: Understanding Conflict Analysis**

**Topic 4: Understanding Conflict Transformation**

**Topic 5: Understanding Conflict Resolution**

**Topic 6: Nation Building**

**Topic 7: The Role of Young Leaders in Peace Work**

### **Part Two: Conflict Analysis**

#### **Tools**

**1. ABC Tool**

**2. Conflict Mapping of Parties Tool**

**3. Onion Tool**

**4. Conflict Tree and Protection Plan Tool**

*(The Tools can be found in the Appendices at the back of this Guide)*

I hope you as an individual will gain new insights from this learning process and that you will benefit in some ways. All the best for your learning process.

In Peace

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**GOALS:**

To develop quality leadership skills in Nation Building and Peace Building Education to enable young women leaders grow in peace building knowledge and skills to carry out their work to serve the needs of their people and strengthen their network in peace work.

**OBJECTIVE:**

1. That Young Women Leaders to build up their knowledge and skills in peace and peace building education
2. That young women leaders have knowledge and skills in nation building
3. That young women's Leaders have knowledge and skills in conflict analysis and management
4. That young women leaders understand the tools of conflict analysis and know how to use the tools in the conflict analysis work
5. That Young Women will gain knowledge and skills in conflict transformation and conflict resolution
6. That YW will understand and gain knowledge in nation building
7. That they will gain knowledge and skills in their role as Young Leaders leading peace work

<b>DAY ONE: Monday</b>
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**ACTIVITY ONE:**

- a. Registration
- b. Opening/Welcome
- c. Prayer
- d. Introducing Oneself
  - Facilitators will facilitate this process, Give 2 piece of A4 Paper to each participant and ask each one to draw a Hibiscus flower with 5 five words describing peace. Write the words on each petal
  - Then use the other A4 Paper to draw a hibiscus flower with 5 petals and write 5 words that gives a negative thought on peace
- e. Present in the big group
- f. Facilitator to summarize

<b>ACTIVITY 2: SESSION 1: Key Questions on Peace</b>
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**Process:**

- a) Hang up the World Café Questions

- b) Break Participants into small groups and distribute according to each World Café
- c) Move around the different groups until complete the World Cafe

**Key Questions on Peace;**

1. What is peace?
2. What is the meaning of peace?
3. Why is peace important?
4. What is peace in life?
5. What is peace in the Bible?
6. What are the 2 types of peace?
7. What is the main point of peace?
8. How can we keep our peace?
9. What are the 5 levels of peace?
10. Why is peace important in the Bible

**Summarize Session 1**

- a) Bring Participants back into the big group
- b) Participants then present their feedback from the World Cafe
- c) Facilitator give the Summary
- d) Discussion, Question and Answers (this should take 15/20 minutes?)
- e) Move on to the next Session

<b>ACTIVITY 3: SESSION 2: Key Questions on Peace</b>
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**Process:**

- a) Hang up the World Café Questions
- b) Break Participants into small groups and distribute according to each World Café
- c) Move around the different groups until complete the World Cafe

**Key Questions on Peace;**

1. What is peace and its example?
2. What Jesus said about peace?
3. How did Jesus define peace?
4. What are the three types of peace in the Bible?
5. What are two benefits of peace?
6. What are the 8 principles of peace?
7. What is the spiritual meaning of peace?

8. What are the effects of peace?
9. What are the 6 steps that will achieve peace?
10. What is the difference between peace and happiness?

### **Summarize Session 2**

- a) Bring Participants back into the big group
- b) Participants then present their feedback from the World Cafe
- c) Facilitator give the Summary
- d) Discussion, Question and Answers (this should take 15/20 minutes?)
- e) Move on to the next Session

<b>ACTIVITY 4: SESSION 3: Key Questions on Peace Building</b>
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#### **Process:**

- a) Hang up the World Café Questions
- b) Break Participants into small groups and distribute according to each World Café
- c) Move around the different groups until complete the World Cafe

#### **Key Questions on Peace Building;**

1. What is peacebuilding?
2. What is the importance of peacebuilding training?
3. What are examples of peacebuilding activities?
4. What are the 4 processes of peace building?
5. What are peacebuilding skills?
6. How can peacebuilding activities become successful?
7. What are the five importance of peace building?
8. What are some strategies for peace?

### **Summarize Session 3**

- a) Bring Participants back into the big group
- b) Participants then present their feedback from the World Cafe
- c) Facilitator give the Summary
- d) Discussion, Question and Answers (this should take 15/20 minutes?)
- e) Move on to the next Session

<b>ACTIVITY 5: SESSION 4: Key Questions on Peace Building</b>
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#### **Process:**

- a) Hang up the World Café Questions
- b) Break Participants into small groups and distribute according to each World Café

- c) Move around the different groups until complete the World Cafe

### **Key Questions on Peace Building**

1. What are the principles of peace building?
2. What are the five approaches to peace building?
3. What are the 4 C's of peace?
4. What are the three 3 aspects in peace making?
5. What are peace building tools?
6. What are 3 important characteristics that a peace builder should have?
7. What is the most effective strategy for peace building and why?
8. What are the 5 conditions necessary for peace building?

### **Summarize Session 4**

- a) Bring Participants back into the big group
- b) Participants then present their feedback from the World Cafe
- c) Facilitator give the Summary
- d) Discussion, Question and Answers (this should take 15/20 minutes?)**
- e) Move on to the next Session

<b>Activity 6: Selection of Issues to be mapped</b>
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- a) Participants break into their District Groups and select an issue that they will map? Issues that came out of the mornings Hibiscus reflection on the negative aspects of peace
- b) Participants agree on the Issue and park it for the following Day
- c) End of the Day Reflection, participants answer the EOTD reflection questions and present in a big group
- d) Closing Prayer

<b>Activity 7: End of the Day Reflection</b>
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- a) End of the Day Reflection Questions**
- b) Answer in a small group**
- c) Present in the big group**
- d) Closing Prayer**

## **DAY Two: Tuesday**

### **Activity One:**

- a) Registration
- b) Opening Prayer
- c) Recap
- d) House Keeping

## **Activity 2: Session 1: Conflict Analysis**

### **Process:**

- a) Hang up the World Café Questions
- b) Break Participants into small groups and distribute according to each World Café
- c) Move around the different groups until complete the World Cafe

### **Key questions on Conflict Analysis**

- 1) What is the conflict analysis?
- 2) What are the major components of conflict analysis?
- 3) What is the meaning of conflict analysis?
- 4) What are the three methods of conflict analysis?
- 5) Why is conflict analysis important?
- 6) What is a conflict analysis also called?
- 7) How do you conduct a conflict analysis?
- 8) How is conflict analysis done?
- 9) What are the stages of conflict analysis?

### **Summarize Session 4**

- a) Bring Participants back into the big group
- b) Participants then present their feedback from the World Cafe
- c) Facilitator give the Summary
- d)** Discussion, Question and Answers (this should take 15/20 minutes?)
- e)** Move on to the next Session

### Activity 3: Session 2: Conflict Analysis

#### Process:

- a) Hang up the World Café Questions
- b) Break Participants into small groups and distribute according to each World Café
- c) Move around the different groups until complete the World Cafe

#### Key Questions on Conflict Analysis

- 1) What are the 3 main types of conflict?
- 2) What is the focus of analysis of conflict theory?
- 3) What are the 7 tools of conflict analysis?
- 4) What methods are used to handle conflict?
- 5) What are sources of conflict?
- 6) What does 4 types of conflict mean?
- 7) What is root conflict analysis?
- 8) What are 3 words that define conflict?
- 9) What is the first step in analysing conflict?
- 10) How does conflict start?

#### Summarize Session 2

- a) Bring Participants back into the big group
- b) Participants then present their feedback from the World Cafe
- c) Facilitator give the Summary
- d) Discussion, Question and Answers (this should take 15/20 minutes?)
- e) Move on to the next Session

### Activity 4: Session 3: Conflict Transformation

#### Process:

- a) Hang up the World Café Questions
- b) Break Participants into small groups and distribute according to each World Café
- c) Move around the different groups until complete the World Cafe

#### Key Questions on Conflict Transformation

1. What is the meaning of conflict transformation?
2. What is the relationship between conflict transformation and peacebuilding?

3. What are the main elements for successful conflict transformation and peacebuilding?
4. What is conflict and peace building?
5. What are the types of conflict transformation?
6. Why do we need conflict transformation?
7. What is an example of a conflict transformation?

### **Summarize Session 3**

- a) Bring Participants back into the big group
- b) Participants then present their feedback from the World Cafe
- c) Facilitator give the Summary
- d)** Discussion, Question and Answers (this should take 15/20 minutes?)
- e)** Move on to the next Session

<b>Activity 5: Session 4: Conflict Transformation</b>
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### **Process:**

- a) Hang up the World Café Questions
- b) Break Participants into small groups and distribute according to each World Café
- c) Move around the different groups until complete the World Cafe

### **Key Questions on Conflict Transformation**

1. What is the principle of conflict transformation?
2. How do you achieve conflict transformation?
3. What are the four dimensions of conflict transformation?
4. What is the origin of conflict transformation?
5. What are the three dimensions of conflict transformation?
6. What is the difference between conflict management and conflict transformation?
7. What is effective communication for conflict transformation?
8. Which of the following is not a step in conflict transformation?

### **Summarize Session 4**

- a) Bring Participants back into the big group
- b) Participants then present their feedback from the World Cafe
- c) Facilitator give the Summary
- d)** Discussion, Question and Answers (this should take 15/20 minutes?)
- e)** Move on to the next Session



The Session below will start the Peace Building Analysis Dialogue Process. (PBAD) The participants will learn how the tool and how to use in their selected issue. At the end of each day for the next 3 Afternoons facilitators will guide the participants to do this practical work. Peace Work is not just about Peace Education but also about analysing and mapping conflict issues in order to understand them much better and resolve them peacefully.

#### **Activity 5: Session 4: Conflict Analysis Tool – ABC Tool**

##### **Process;**

- a) Facilitator presents the ABC Tool and explains to participants the purpose of the tool and how to use the tool in analysing their selected Issue
- b) Participants will break into their District Groups to do this activity
- c) The Tool is included in the Appendices to this guide at the back of the guide
- d) Participants will continue to do this work until they complete it. This work will be presented at the end of the week and it will be followed by a dialogue
- e) Participants to keep their work safe until they present it.
- f) Facilitators will remind participants that each day for the next three days they will do conflict analysis using a select Conflict Analysis Tool

#### **Activity 6: Session 5: End of the Day Reflection**

- a) **End of the Day Reflection Questions**
- b) **Answer in a small group**
- c) **Present in the big group**
- d) **Closing Prayer**

#### **DAY Three: Wednesday**

##### **Activity One:**

- a) Registration
- b) Opening Prayer
- c) Recap
- d) House Keeping

## **Activity 2: Session 1: Conflict Resolution**

### **Process:**

- a) Hang up the World Café Questions
- b) Break Participants into small groups and distribute according to each World Café
- c) Move around the different groups until complete the World Café

### **Key Questions on Conflict Resolution**

1. What is the meaning of conflict resolution?
2. What are 5 ways to resolve conflict?
3. What is a good example of conflict resolution?
4. How do you resolve conflict?
5. What is another term for conflict resolution?
6. What is the importance of conflict resolution?

### **Summarize Session 4**

- a) Bring Participants back into the big group
- b) Participants then present their feedback from the World Cafe
- c) Facilitator give the Summary
- d) Discussion, Question and Answers (this should take 15/20 minutes?)
- e) Move on to the next Session

## **Activity 3: Session 2: Conflict Resolution**

### **Process:**

- a) Hang up the World Café Questions
- b) Break Participants into small groups and distribute according to each World Café
- c) Move around the different groups until complete the World Café

### **Key Questions on Conflict Resolution**

1. What are the benefits of conflict?
2. How do you manage conflict in a team?
3. What are the 4 basic strategies for resolving conflicts?
4. What creates conflict?

5. What is the first step in conflict resolution?
6. What are three important steps for resolving conflicts?
7. What is a conflict how can you avoid it?

### **Summarize Session 3**

- a) Bring Participants back into the big group
- b) Participants then present their feedback from the World Cafe
- c) Facilitator give the Summary
- d)** Discussion, Question and Answers (this should take 15/20 minutes?)
- e) Move on to the next Session

<b>Activity 5: Session 4: Conflict Resolution</b>
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### **Process:**

- a) Hang up the World Café Questions
- b) Break Participants into small groups and distribute according to each World Café
- c) Move around the different groups until complete the World Café

### **Key Questions on Conflict Resolution**

1. How do you avoid conflict at work?
2. What is the difference between conflict and resolution?
3. What is also called conflict?
4. How can conflict resolution be improved?
5. What are the disadvantages of conflict resolution?
6. Disadvantages of Conflict Management
7. What is the purpose of conflict?
8. What are the advantages and disadvantages of conflicts?

### **Summarize Session 4**

- a. Bring Participants back into the big group
- b. Participants then present their feedback from the World Cafe
- c. Facilitator give the Summary
- d.** Discussion, Question and Answers (this should take 15/20 minutes?)
- e. Move on to the next Session

<b>Activity 6: Session 5: Conflict Analysis Tool – Conflict Mapping Tool</b>
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### **Process;**

- a) Facilitator presents the Conflict Mapping Tool and explains to participants the purpose of the tool and how to use the tool in analysing their selected Issue

- b) Participants will break into their District Groups to do this activity
- c) The Tool is included in the Appendices to this guide at the back of the guide
- d) Participants will continue to do this work until they complete it. This work will be presented at the end of the week and it will be followed by a dialogue
- e) Participants to keep their work safe until they present it.
- f) Facilitators will remind participants that each day for the next three days they will do conflict analysis using a select Conflict Analysis Tool

### **Activity 7: Session 6: End of the Day Reflection**

- a) End of the Day Reflection Questions
- b) Answer in a small group
- c) Present in the big group
- d) Closing Prayer

### **Day Four: Thursday**

#### **Activity One:**

- a) Registration
- b) Opening Prayer
- c) Recap
- d) House Keeping

### **Activity 2: Session 1: Nation Building**

#### **Process:**

- a) Hang up the World Café Questions
- b) Break Participants into small groups and distribute according to each World Café
- c) Move around the different groups until complete the World Café

#### **Key Questions on Nation Building**

1. What is nation-building?
2. What is the importance in nation-building?
3. What is an example of building the nation?
4. What is the theory of nation-building?
5. Which is an important factor of nation-building?
6. How can you help nation-building?
7. What are the four components of nation-building?

#### **Summarize Session 1**

- a. Bring Participants back into the big group
- b. Participants then present their feedback from the World Cafe
- c. Facilitator give the Summary
- d. Discussion, Question and Answers (this should take 15/20 minutes?)
- e. Move on to the next Session

### **Activity 3: Session 2: Nation Building**

#### **Process:**

- a) Hang up the World Café Questions
- b) Break Participants into small groups and distribute according to each World Café
- c) Move around the different groups until complete the World Café

#### **Key Questions on Nation Building**

1. What are the three challenges of nation-building?
2. How do you create your own nation?
3. What are the 5 principles of nation-building?
4. What are two factors that promote nation-building?
5. What are the key elements of nation-building?
6. What are the three important factors to make a nation strong?
7. What are the four characteristics of nation-building?
8. What are the main elements of nation-building?

#### **Summarize Session 2**

- a. Bring Participants back into the big group
- b. Participants then present their feedback from the World Cafe
- c. Facilitator give the Summary
- d. Discussion, Question and Answers (this should take 15/20 minutes?)
- e. Move on to the next Session

### **Activity 4: Session 3: Nation Building**

#### **Process:**

- a) Hang up the World Café Questions
- b) Break Participants into small groups and distribute according to each World Café
- c) Move around the different groups until complete the World Café

#### **Key Questions on Nation Building**

1. How do you promote nation-building?

2. What are two nation-building strategies?
3. What are the main factors of nation-building?
4. What are 3 reasons why nation-building is important in a country?
5. What are the factors that enhance nation-building?
6. What is the purpose of nation-building?
7. Why is it important for nation to be empowered?

### **Summarize Session 3**

- a. Bring Participants back into the big group
- b. Participants then present their feedback from the World Cafe
- c. Facilitator give the Summary
- d. Discussion, Question and Answers (this should take 15/20 minutes?)
- e. Move on to the next Session

<b>Activity 5: Session 4: Conflict Analysis Tool – Onion Tool</b>
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#### **Process;**

- a) Facilitator presents the Conflict Analysis Tool, the Onion Tool and explains to participants the purpose of the tool and how to use the tool in analysing their selected Issue
- b) Participants will break into their District Groups to do this activity
- c) The Tool is included in the Appendices to this guide at the back of the guide
- d) Participants will continue to do this work until they complete it. This work will be presented at the end of the week and it will be followed by a dialogue
- e) Participants to keep their work safe until they present it.
- f) Facilitators will remind participants that each day for the next three days they will do conflict analysis using a select Conflict Analysis Tool

<b>Activity 6: Session 5: Conflict Analysis Tool – Conflict Tree Tool</b>
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#### **Process;**

- a) Facilitator presents the Conflict Tree Tool and explains to participants the purpose of the tool and how to use the tool in analysing their selected Issue
- b) Participants will break into their District Groups to do this activity
- c) The Tool is included in the Appendices to this guide at the back of the guide
- d) Participants will continue to do this work until they complete it. This work will be presented at the end of the week and it will be followed by a dialogue
- e) Participants to keep their work safe until they present it.

- f) Facilitators will remind participants that each day for the next three days they will do conflict analysis using a select Conflict Analysis Tool
- g) If the participants have not finished the can finish it in the Evening

### **Activity 7: Session 6: End of the Day Reflection**

- a) End of the Day Reflection Questions
- b) Answer in a small group
- c) Present in the big group
- d) Closing Prayer

### **Day Five: Friday**

#### **Activity One:**

- e) Registration
- f) Opening Prayer
- g) Recap
- h) House Keeping

### **Activity 2: Session 1: The Role of Young Leaders in Peace Work**

#### **Process:**

- d) Hang up the World Café Questions
- e) Break Participants into small groups and distribute according to each World Café
- f) Move around the different groups until complete the World Café

#### **Key Questions on the Role of Young Leaders in Peace Work**

1. What is the role of youth in peace actions?
2. How can youth contribute to world peace?
3. What are the 5 pillars of youth peace and security?
4. What are the challenges of youth in peace building?
5. How can we/youths promote peace?
6. What is the most important role of the youth?
7. What is the importance of peace?
8. Why is peace important in the community?
9. How do you promote peace and harmony?

#### **Summarize Session 1**

- a. Bring Participants back into the big group

- b. Participants then present their feedback from the World Cafe
- c. Facilitator give the Summary
- d. Discussion, Question and Answers (this should take 15/20 minutes?)
- e. Move on to the next Session

### **Activity 3: Session 2: The Role of Young Leaders in Peace Work**

#### **Process:**

- a) Hang up the World Café Questions
- b) Break Participants into small groups and distribute according to each World Café
- c) Move around the different groups until complete the World Café

#### **Key Question on the Role of Young Leaders in Peace Work**

1. What are the 4 C's of peace?
2. What are the five aims of peace and development?
3. How can the youth play an important role in peacebuilding?
4. What is the biggest challenges facing youth?
5. What are the main challenges to peace?
6. Why is peace important for development?
7. What are the benefits of youth?
8. How youth can help in the community?

#### **Summarize Session 2**

- a. Bring Participants back into the big group
- b. Participants then present their feedback from the World Cafe
- c. Facilitator give the Summary
- d. Discussion, Question and Answers (this should take 15/20 minutes?)
- e. Move on to the next Session

### **Activity 4: Presentation of Conflict Analysis work on Selected Issues**

**Note:** This is an important activity that will show how each one understands what peace building, conflict analysis and conflict transformation is all about. Hope that each participant can connect peace education, to conflict and peace building

- a) Each group will organize themselves and prepare to present their work
- b) Each group will be given 45 minutes to do their presentation



- c) After all the groups do their presentation then they will hold a dialogue at the end
- d) Please encourage participants to write down key points from each presentation to raise at the dialogue

### **Activity 5: Evaluation**

#### **Questions;**

1. What did I learn at this workshop that was new for me?
2. What is peace for me and what gave meaning to me about peace?
3. What is important about peace building? And what was new knowledge for me?
4. What is conflict analysis and what made sense to me about the conflict analysis tools?
5. What are the conflict analysis tools that we learned about and used in this training?
6. What is conflict transformation in relations to conflict analysis and peace building?
7. What is conflict resolution in relations to conflict transformation and peace building?
8. What do you understand about Nation Building?
9. What is nation building in relation to peace building?
10. What did you learn that was completely new to you at this training?

### **Activity 6: End of the Day Reflection**

- a) End of the Day Reflection Questions Answer in a small group
- b) Present in the big group
- c) Closing of the Workshop, participants to prepare the closing program

#### **Appendices:**

1. **ABC Tool**
2. **Conflict mapping Tool**
3. **Onion Tool**
4. **Protection Plan Tree Tool**