



Gandhi Research Foundation, Jain Hills, Jalgaon

Two-Day Workshop on

Conflict Transformation: Art of conducting conflict creatively

May 04-05, 2019

About the Workshop

Conflict is an integral part of social relationship. By nature conflict is neither violent nor nonviolent. The way we handle it turns it violent or otherwise. Human experience suggests that every conflict can be converted into creative experience.

This is an interactive workshop using participatory games and exercises. It equips the participants with a number of tools and techniques that help them handle their conflict creatively.

Who can apply?

Open to all: progressive learners, all professionals, Senior Students, Community leaders (All above 22 years of age). Limited admission; only 25 participants (with gender parity)

Objective

Enabling the participants to: (a) Dissect any conflict and diagnose the causes pointedly; (b) Formulate creative response; and (c) Conduct conflict creatively and end it in a manner mutually endearing.

Content

Understanding Conflict : Defining Conflict, forms, structures and factors of Conflict (twelve factors)

Causes of Conflict : Behavioral, social and systemic causes (ten causes)

Dealing with Conflict : 4A methodology

Medium, Methodology and Tools

Hindi and English (bilingual); Interactive, participatory, play way method, using:

Case Presentation; Group Discussion; PPT, Video clipping, and games

Facilitators

1. D John Chelladurai, Dean, GRF. (an expert in 'dealing with conflict' who has facilitated 64 workshops in the last 15 years)
2. Ashwinbhai Zala, Program Coordinator, GRF., (specialist in conflict games and exercises); and team

Schedule

Two Days – Residential; Saturday and Sunday; May 04-05, 2019

9.00 - 12.45 and 14.00 - 17.00 Hrs

Registration

Fee: Rs. 2000/- person (That covers: Workshop fee; food, accommodation and stationary)

Special Feature: Peace Walk on the morning of day two

Contact

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LEVEL I Certificate will be issued, for those attend all the sessions

Conflict Transformation: Art of Conducting Conflict Creatively

Course Content

I. Segment 1. Understanding Conflict

Social being, social relationship, social contradictions

1. Naming Conflict (Brain storming: various names of conflict)
2. Defining Conflict (Seven definitions)
3. Tree of Conflict (five classifications of conflict)
4. Conflict Structure
 - a. Structure-1 : PLO
 - b. Structure-2 : FAG (Frustration – Goal)
5. Factors of conflict : 12 Factors

II. Segment 2. Causes of Conflict

Key assumptions (multiple causes, cause as conflict, conflict as resolution)

1. Primordial Paradox
2. Frustration Aggression Hypothesis
3. Denial and Deprivation: Learning from Hierarchy of Needs (Abraham Maslow's)
4. Nonrealistic – Ventilation
5. Conflict Catalysts
 - a. Catalyst – Negative; b. Catalyst –Positive
6. Social Deficit
 - a. Social Consciousness / Common sense; b. Neighborhood Relations; c. Know thyself
7. Pairs of Opposite (Binary opposites)
8. Structural and systemic Causes

III. Segment 3. Dealing With Conflict

1. Avoidance (minor, prudent approach)
2. Accommodation (minor, prudent approach)
3. Analysis : Enquiry into the factors of conflict; Diagnose the defective factors; determining the methodology of intervention; exploring relevant options; optimizing conflict response
4. Activation:
 - a. Activation - I: Engaging Conflict: Conflict Transformation; Perceptual shift; Conflict Optimization through redefining factors; Goal setting; Legitimate / Institutional Intervention - Dialogue, Negotiation, Mediation, Persuasion, Judiciary intervention; Passive Resistance, Nonviolent resistance.
 - b. Activation - II: Constructive Dissolution – Addressing socio economic and behavioral deficiencies: Action on information gap, gender discrimination, HR denial.
5. Case Study – Professional stress; family dispute; Gender Conflict; ...