MAGNA SKILLS DEVELOPMENT INSTITUTE

Capacity Building • Professional Training • Organisational Development

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Course Profile Document

Executive Leadership and Management

Political and Conflict Resolutions

Prepared as a professional course profile for delegate review, sponsorship approval and organisational training planning.

COURSE CODE	DELIVERY	DURATION	PREPARED FOR
MSD2657	**Online / Face-to-Face**	**Flexible**	**Organisation Approval**

Register for this Course **View Online Course Page**

Course Overview

Magna Skills proudly introduces the Political and Conflict Resolution Fundamentals short course, a dynamic program tailored for professionals seeking to deepen their understanding of political dynamics and enhance their skills in conflict resolution. This course goes beyond theoretical frameworks, offering practical insights into the complexities of political systems, conflict analysis, and effective resolution strategies. Through engaging lectures, case studies, and interactive exercises, participants will gain the knowledge and tools needed to navigate political challenges and contribute to constructive conflict resolution in diverse settings.

Conflict situations are common in the work situation. It is thus important for managers to become familiar with the principles, processes, and techniques of conflict management and negotiations.

This course will focus on understanding and analyzing selected theories and practice methods of peacebuilding and conflict transformation as seen through a social justice lens. Participants will be given a cross?disciplinary perspective on processes that lead toward progressive violent conflict prevention through peacebuilding endeavours, as it relates to the individual, society (local / global) and the environment.

It provides a comprehensive introduction to the issues dominating the study of contemporary conflict and conflict resolution processes. It explores the pattern and trajectory of conflict and the processes of resolution at a range of levels from small-scale disputes to international crises.

Course Outcomes

Upon completion of the course, participants will:

1. **Understand Political Dynamics:**
   - Analyze various political structures and systems.
   - Identify key political actors and their roles in conflict situations.
2. **Analyze Conflicts and Root Causes:**
   - Develop techniques for analyzing conflicts.
   - Explore the underlying causes contributing to conflicts.
3. **Prevent Conflicts Through Proactive Strategies:**
   - Examine proactive measures to prevent conflicts.
   - Review case studies illustrating successful conflict prevention strategies.
4. **Enhance Mediation and Negotiation Skills:**
   - Develop effective mediation and negotiation techniques.
   - Engage in practical exercises to refine mediation skills.
5. **Explore International Relations and Diplomacy:**
   - Gain an overview of international relations and diplomatic approaches.
   - Understand the role of diplomacy in conflict resolution.
6. **Address Human Rights in Conflict Situations:**
   - Understand the intersection of human rights and conflict.
   - Develop strategies for addressing human rights issues in conflict resolution.
7. **Navigate Post-Conflict Reconstruction and Peacebuilding:**
   - Examine challenges and opportunities in post-conflict situations.
   - Explore the role of peacebuilding in sustaining long-term stability.
8. **Incorporate Gender Perspectives in Conflict Resolution:**
   - Analyze gender dynamics in conflict situations.
   - Develop strategies for incorporating gender perspectives in resolution efforts.
9.

Apply Practical Strategies Through Case Studies:

- Analyze real-world case studies in political and conflict resolution.
- Apply course principles to complex political challenges.

10. **Promote Holistic Political and Conflict Resolution Understanding:**

- Integrate knowledge gained across modules for a holistic understanding.
- Foster critical thinking and practical application in political and conflict resolution scenarios.

Course Outline / Curriculum

Module 1: Introduction to Political and Conflict Resolution

- Definition and significance of political and conflict resolution
- Overview of the course objectives and key concepts

Module 2: Understanding Political Dynamics

- Analysis of political structures and systems
- Identification of key political actors and their roles

Module 3: Conflict Analysis and Root Causes

- Techniques for analyzing conflicts
- Exploration of underlying causes contributing to conflicts

Module 4: Strategies for Conflict Prevention

- Examination of proactive measures to prevent conflicts
- Case studies illustrating successful conflict prevention strategies

Module 5: Mediation and Negotiation Skills

- Development of effective mediation and negotiation techniques
- Practical exercises to enhance mediation skills

Module 6: International Relations and Diplomacy

- Overview of international relations and diplomatic approaches
- Exploration of diplomatic tools in conflict resolution

Module 7: Human Rights and Conflict

- Understanding the intersection of human rights and conflict
- Strategies for addressing human rights issues in conflict resolution

Module 8: Post-Conflict Reconstruction and Peacebuilding

- Examination of post-conflict challenges and opportunities
- Role of peacebuilding in sustaining long-term stability

Module 9: Gender Perspectives in Conflict Resolution

- Analysis of gender dynamics in conflict situations
- Strategies for incorporating gender perspectives in resolution efforts

Module 10: Case Studies and Practical Applications

- Real-world case studies illustrating successful political and conflict resolution strategies
- Practical exercises to apply course concepts to specific scenarios

This comprehensive course is designed to provide a rich and practical learning experience, empowering participants to contribute effectively to political understanding and conflict resolution efforts.

Target Audience

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- Civil Service (working within various government ministries, including the foreign office, international development office)
- International Institutions (such as the UN Peacebuilding Commission, Department of Peacekeeping Operations and regional bodies such as the European Union, African Union, Organization of American States)
- NGOs (local and international) working on peacebuilding initiatives
- Academia/Research Institutes/Think-Tanks
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Key Course Benefits

Work-Ready Skills

Delegates leave with practical tools, templates and methods they can apply immediately at work.

Better Institutional Results

The programme supports stronger planning, reporting, compliance, accountability and service delivery.

Sponsor-Friendly

This document is designed to help supervisors, HR units and sponsors approve delegate participation quickly.

Professional Recognition

Delegates receive training documentation and a certificate of completion after successful participation.

Our Training Centres & Delivery Options

Magna Skills offers flexible delivery through face-to-face training centres across Africa and beyond, plus Online / E-Learning for delegates who prefer remote participation.

Southern Africa

Practical training destinations with strong travel access and delegate support.

- Pretoria, South Africa
- Vic Falls, Zimbabwe
- Livingstone, Zambia

East Africa

Popular regional centres for government, NGO and donor-funded project teams.

- Kigali, Rwanda
- Kampala, Uganda
- Nairobi,
- Zanzibar, Tanzania

West Africa & Islands

Strategic locations for regional networking and executive capacity building.

- Accra, Ghana
- Port Louis, Mauritius

International Executive Venue

Premium destination training for senior teams and international delegates.

- Dubai, United Arab Emirates

Online / E-Learning

Attend from anywhere through live online, blended or self-paced learning options.

- Online, E-Learning
- Remote Teams
- Flex

Organisation-Based Training

Magna Skills can also arrange dedicated in-house training for ministries, NGOs and companies.

- Onsite
- Custom Dates
- Group Training

Ready to Nominate Delegates?

Use the links below to register, review the live course page or contact Magna Skills for organisation-based training support.

Register / Apply Online | **View Full Course Page**

About Magna Skills

Magna Skills Development Institute provides practical capacity building programmes for government departments, NGOs, public institutions, donor-funded projects and private sector professionals across Africa. Our training approach combines expert facilitation, real workplace case studies, practical tools, post-training support and professional documentation that helps organisations strengthen staff performance and service delivery.

Government Training | NGO Capacity Building | Corporate Workshops | Online Learning | Face-to-Face Training | Certifica

Approval & Authorisation Form

This section may be completed by the organisation, department, HR office, finance office or sponsor approving delegate participation. It can be attached to an internal memo, procurement request or training approval submission.

Organisation / Department	
Delegate Name(s)	
Approved Course	Political and Conflict Resolutions
Preferred Delivery Mode	☐ Online ☐ Face-to-Face ☐ Organisation-Based Training
Preferred Training Venue / Date	
Estimated Number of Delegates	
Budget / Vote Number	
Contact Person	
Email / Mobile	

Authorised Name _____ Signature / Stamp _____ Date _____