



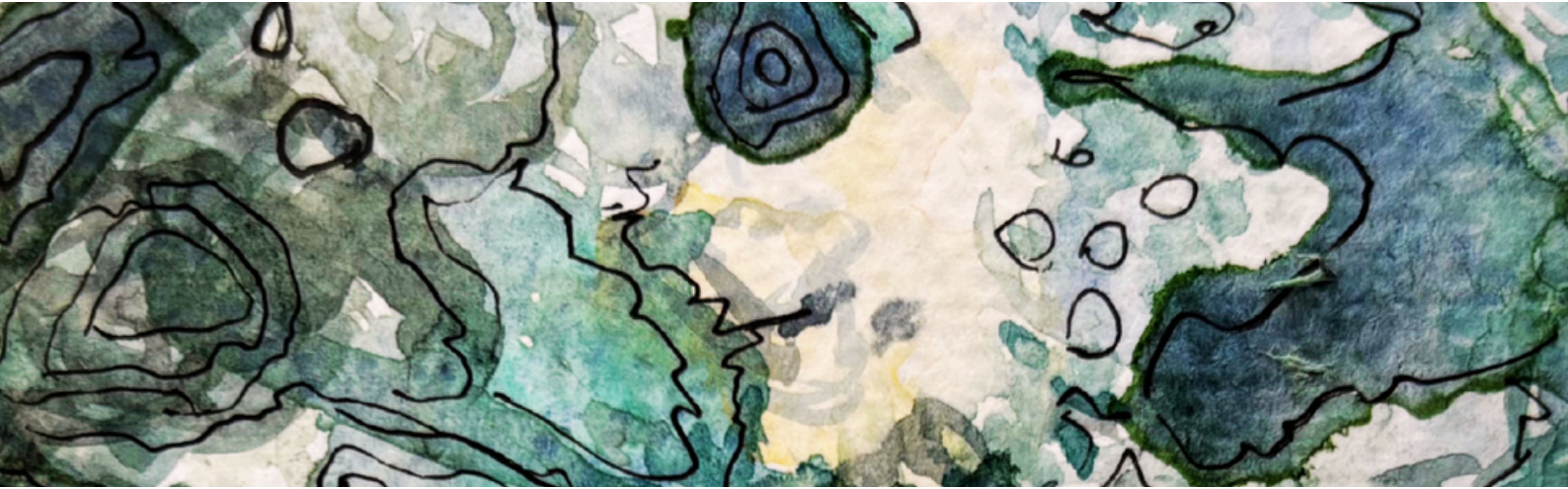
DpC Global
Dialogue *for peaceful* Change

Foundations:
Training of Facilitators

Navigating Conflict and Change

INTRODUCTION

Why this work matters



Across organisations, communities and global systems, conflict is not an exception; it is a signal that change is underway.

For those working in complex human systems - from local communities to global challenges, across environmental, social and cultural contexts - the ability to navigate tension, disagreement and competing values constructively is essential.

The Dialogue *for peaceful* Change (DpC) methodology was developed to help individuals and organisations:

- Understand the deeper dynamics of conflict
- Recognise resistance to change
- Develop practical tools for difficult conversations
- Build cultures capable of working through complexity and challenge

Rooted in decades of peacebuilding work emerging from Northern Ireland, DpC integrates conceptual insight with lived, practical skill development.

Participants leave with a clearer framework for understanding conflict and a set of tools to work with it more skilfully.

ABOUT THE TRAINING

Dialogue *for peaceful* Change

Foundations Training

The training offers an immersive introduction to the DpC methodology. Designed for leaders, facilitators and practitioners working in complex systems, the programme combines conceptual exploration with practical skill development, equipping participants to engage with conflict in real world contexts.

The training is:

Experiential

- Learning through exercises, dialogue and practice.

Reflective

- Participants explore their own experience of conflict and change.

Practical

- Building up tools and frameworks that can be applied immediately in professional, social and personal contexts.

The programme builds progressively across two core modules, allowing participants to develop their conceptual understanding and communication skills.



TRAINING STRUCTURE

Programme Overview

The training is normally delivered over four days but can be adjusted to meet differing circumstances.

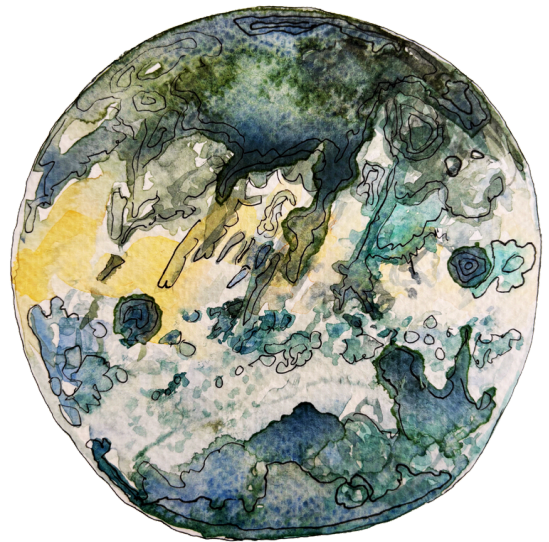
Participants move through three levels of learning:

1. Understanding conflict dynamics
2. Developing mediative communication skills
3. Learning how to apply the DpC tools within varying social and organisational contexts.

The programme includes:

- Conceptual frameworks
- Interactive exercises
- Scenario-based practice
- Reflective discussion
- Facilitated group learning

By the end of the programme, participants will have a shared language and toolkit for navigating conflict and change within their own lives, organisations and networks.



“...That’s the real challenge of a lot of the work of conflict, is that you’re trying to bring something that does not now exist. That’s the creative act.”

-John Paul Lederach

TRAINING STRUCTURE

Module 1

Understanding Conflict and Change

This module explores the deeper dynamics that shape how individuals and groups experience conflict and respond to change.

Participants examine how biological, psychological and social forces interact to create patterns of tension, resistance and escalation.

Areas of Learning

- *The Conflict Continuum*

Clarifying key concepts, and understanding how conflict moves from initial tension onto escalation — and where opportunities for prevention and intervention arise.

- *The Biology of Conflict*

Exploring how stress responses, threat perception and identity influence behaviour within various conflict situations.

- *Rivalry and Scapegoating*

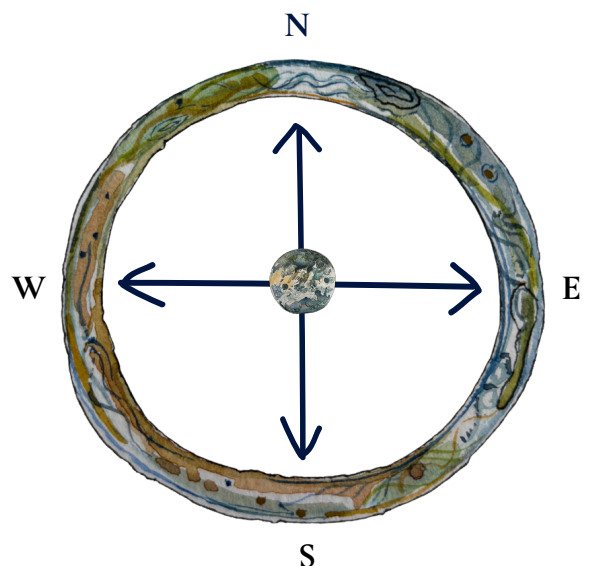
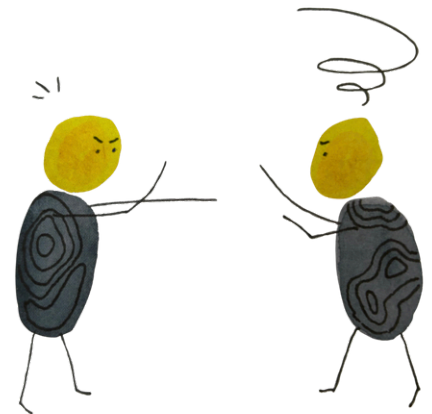
Examining how individuals and groups can quickly become polarised and create “us vs them” dynamics, during periods of uncertainty, change and division.

- *The Conflict Management Toolkit*

Introducing a set of practical approaches for working constructively with conflict rather than avoiding it.

- *The Four Core DpC Models*

Participants are introduced to our four foundational conceptual models that form the backbone of the DpC methodology and guide prevention, intervention and mediative strategies.



TRAINING STRUCTURE

Module 2

Empathic and Mediative Communication

While Module 1 focuses on understanding conflict dynamics, Module 2 focuses on developing the skills required to engage constructively within conflict situations.

Participants practice new approaches to listening, dialogue and mediation.

Areas of Learning

- *Effective Listening and Mediative Skills*

Learning to listen beyond positions and arguments to identify underlying needs, fears and motivations.

- *Suspending Judgment*

Developing the capacity to pause assumptions and remain curious in the presence of disagreement.

- *Navigating Organisational and Cultural Change*

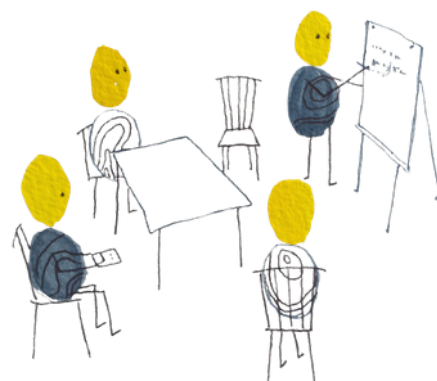
Understanding how structural and cultural factors shape change resistance and conflict within organisations and communities.

- *The DpC Six-Stage Mediative Framework*

Participants are introduced to a structured process for guiding ourselves and others through constructively meeting the challenge of conflict and change.

- *Scenario-Based Skill Practice*

Working in small groups, participants practice mediative communication using real-world scenarios drawn from both social and professional contexts.



WHAT PEOPLE SAY

Testimonials



“All aspects of the DpC training are relevant and valuable to every person who wants a safer, more peaceful society. Everyone should do it!”

Emma Wheatley, Restorative Practice Lead, Ireland



“The DpC methodology trained over 300 volunteers in our youth violence prevention and community engagement initiative, in Antioch, California [YIN].

The programme was nationally recognized, as best practice and at the 2012 opening celebration of the UN Peace University at The Hague. We continue to utilize DpC methodology in our work of building community collaborative solutions in the US.”

Keith & Iris Archuleta, Emerald HPC International, USA



“DpC has been proven across the globe to build trust and collaboration among diverse populations and communities. DpC completely changed my approach to community building and engagement.”

James Hyde, California Police Chief (Ret)



“...DpC transformed how I understand and work with conflict. From community mediation with chiefs and political leaders to training dialogue committees across Ghana, it has been a practical and powerful framework in real-world settings.

It continues to shape my work in building capacity for communication, mediation and conflict transformation...”

Dominic Kulariba, Youth Leadership Facilitator, Climate Change and Sustainability Advocate, Ghana



“We have a common language; we understand each other. We talk about conflicts in a new way and are aware of the different parts of the conflicts.”

Social Worker, Sweden



“DpC has inspired me to offer mediation alongside NGO leader coaching.

Iain Patton, Impact Sector Leadership Coach, Uganda/England



LEARNING APPROACH

How we work

The Dialogue *for peaceful* Change Foundations training is not a lecture-based course.

It is a participatory learning process.

Participants are invited to bring their own experiences of leadership, conflict and organisational change into the room.

Throughout the programme we work through:

- *Dialogue*
- *Reflective practice*
- *Group exercises*
- *Structured scenario work*

The training asks something from participants: curiosity, openness and willingness to explore complexity together.

This creates a shared learning environment where insight emerges collectively.



ENTERING THE WORK

Who this training is for

This training is suited to those working in complex environments where change, pressure and competing perspectives are part of daily practice.

Participants often include:

- Senior leaders and decision-makers
- Facilitators and mediators
- Peacebuilding practitioners
- Environmental and sustainability professionals
- Those working on front lines of community, including crime prevention, teachers, social workers, youth workers
- Faith leaders
- Policy and systems change practitioners
- Organisational development and culture leads

The programme is most impactful for those who arrive with real questions, live challenges, and a willingness to engage honestly with their own context.

An Invitation

Conflict is often treated as something to avoid or resolve quickly.

The Dialogue *for peaceful* Change methodology offers a different perspective.

Conflict is understood as a signal that change is underway.

When we develop the capacity to engage with conflict more skilfully, it becomes a source of insight, learning and meaningful transformation.

This training offers both a framework and a lived practice; supporting individuals and groups to navigate complexity with greater awareness, resilience and care.

We look forward to working with you.



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