



U.S. Fish & Wildlife Service

National Conservation Training Center

Training Announcement

Collaboration and Conflict Transformation in Multi-Party Processes

ALC3199

Course Description

Natural resource managers face increasingly complex decision contexts, and Structured Decision Making (SDM) is often employed in situations where underlying conflict can undermine its efficacy if unknown or inappropriately addressed. Beyond managing conflict or seeking to resolve it, conflict transformation harnesses the energy inherent in conflicts to motivate change and improvement not only of the decision but also of the institutions and platforms for implementation. It broadens the temporal perspective to target lasting solutions, thinking past a decision point. Distinct from workplace conflict, this course focuses on working with conflict in the context of a collaborative decision process. Readings, presentations, case studies, and discussion will be integrated with practical application to target skill-building in conflict transformation. This course was developed in partnership with staff from USFWS and USACE – Institute for Water Resources.



Objectives

At the end of this course, you will be able to:

- Build greater awareness of conflict and its impacts on decision-making processes.
- Encourage acknowledgement of conflict and promote constructive group dialogue.
- Assess the conflict using levels of conflict, conflict mapping, and narrative analysis.
- Analyze the conflict and its interaction with the decision process using conflict modeling.
- Employ techniques appropriate for the structure of the conflict and the decision process.
- Address, manage, and transform conflict throughout the collaborative process and design.
- Evaluate and institutionalize collaborative decision making processes.

Date

December 7th – 11th, 2015

Location

NCTC, Shepherdstown, WV

Who Should Attend

Natural resource managers and conservation professionals who engage in collaborative group decision processes.

Length

4.5 days

College Credit

2 semester hours are available upon request.

Tuition

Tuition for FWS, NPS, and BLM is prepaid. USACE participants may request a tuition waiver. For participants from other agencies and organizations, the tuition charge is \$995.

To Register

Register online at <http://training.fws.gov> using DOI Learn, the Department of the Interior's Learning Management System.

Availability

Course may be offered annually.

Contacts:

For registration questions:
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For course content questions:
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*“Conflict transformation generates creative platforms that can **simultaneously** address surface issues and change underlying social structures and relationship patterns.”*

John Paul Lederach