

Initiatives of Change
Conference Centre
Caux, Switzerland



International
Caux Conferences 2010
Switzerland

4–10 August 2010

**Training by Initiatives of
Change**



Introduction: Why Take IofC Training Courses?

To meet the increasingly complex needs of our beautiful world, we require ever-improving tools and skills; tools such as conflict resolution; skills such as listening to, not just hearing, the other person or group. Economic, social, political and spiritual challenges require our willingness to change, both individually and collectively, and work together for the common good. As a start, we need to understand that, while society focuses on material issues, we as human beings are framed by our spiritual and moral values. Initiatives of Change (IofC) training sessions are laboratories where participants learn how to see and understand the steps they can take to bring about positive changes needed in their personal situations. Simply put, change in yourself will lead to change around you.

The IofC International Department of Training, based in Geneva, among others, is responsible for researching and developing new training modules which express and communicate the core values, the 'DNA', of IofC.

The training sessions offered by IofC in this conference, are a follow-up to the Tools for Change (T4C) sessions which have run for the past four years in Caux. Evaluations submitted by participants of the T4C courses last year showed that training in honest conversation, ethical leadership, women as creators of peace, teambuilding, and conflict transformation were especially valued and in many cases, life-changing.

What is the Aim of this Training?

'To provide teams of trained people, ready for the service of the state, apostles of reconciliation and builders of a new world...'

So said former French Prime Minister, Robert Schuman, of the work of Frank Buchman, initiator of IofC. The training courses aim to continue, in essence, this work. They will offer:

- Opportunities to experience the core values of IofC through listening, sharing, honest conversation and spirituality
- Examples and ideas which have brought positive change in situations of conflict
- Training in how to analyze situations through use of role plays, case studies, and creative problem solving
- Knowledge of participants' own leadership competencies and factors influencing their leadership performance

Who Will Benefit from this Training?

- Professionals, students, community activists and any others who wish to effectively lead his/her group through conflict to resolution to bring peace
- Teachers who are interested in creating peaceful school environments
- Women in leadership positions or who would like to be in leadership
- Organizations interested in strengthening and developing their work teams
- Any individual looking for an answer to the question, 'What am I living for?'

What Will I Come Away With from this Training?

- New methods of sharing the basics of lofC
- Creative problem-solving skills for individuals and groups
- Fresh hope, vision and an international perspective
- Friendships and teamwork with people from around the world, from other cultures, classes, races and nations
- Knowing how to live from your heart
- For those coming as part of lofC teams in their region, the possibility of creating 'Trainers' Hubs'
- Knowing that you have both an lofC Resource Centre and opportunities for further training available in Caux year round

Programme

Wednesday, 4 August 201

14h00- Arrivals & Registration

17h00

17h00- **Conference Opening/Welcome**

18h30

18h30- Dinner

19h45

Thursday - Friday (5 to 6 August 2010)

Sunday - Monday (8 to 9 August 2010)

7h00- **Space for Reflection & Direction**

8h00

8h00- Breakfast

8h45

9h00- **Plenary Session**

11h00

11h00- **Community Groups**

12h30

12h30- Lunch

14h00

14h00- Free Time

16h00

16h00- Refreshments on the Terrace

16h15

16h15- **Training Courses** (see pages 5-10 for detailed descriptions)

18h15

18h30- Dinner

19h45

20h00 **Evening Programme**

Saturday, 7 August 2010

7h30– **Space for Reflection & Direction**
8h00

8h00– Breakfast
8h45

9h30– **Workshop Demonstration Session: ‘Leadership in**
12h30 **Transformation’ and ‘Spirituality in Public Office’**

12h30– Lunch
14h00

14h00– **Continued Workshop Demonstration Session:**
15h30 **‘Education for Peace’ and ‘Creators of Peace’**

15h30– Refreshments on the Terrace
16h15

16h15– **Special Workshop Session on Trustbuilding**
18h30 **Rob Corcoran, UK and USA**

18h30– Dinner
19h45

20h00 **Evening Programme**

Tuesday, 10 August 2010

7h30– **Space for Reflection & Direction**
8h00

8h00– Breakfast
8h45

9h30– **Evaluation Session**
11h00

11h00– **Community Groups**
12h30

12h30– Lunch
14h00

14h00 Departures

Training Courses

Conference Participants can choose one of the following training courses for the whole week. Please register for the respective course on the registration form. The registration fee amounts to 100 CHF.

Creators of Peace – Experience the Circle

Language **English/French**

This course is an opportunity for women of any age, faith or background, to discover their unique potential in creating a culture of peace in their homes and communities. Together the group will create an atmosphere of trust and respect, a ‘safe space’, for personal exchange. We will explore the challenges of creating peace in the context of current global and community issues, and develop some skills of a ‘peace creator.’ It is hoped that each person will come away from the experience with at least one clear step she can take which will create or restore peace. (Owing to time constraints, it will not be possible to cover the entire Peace Circle programme.)

Creators of Peace (CoP) was conceived in Caux in 1988. Later, at the Women’s Conference at Caux in 1991 attended by over 700 from around the world, the inspired idea of women working as Creators of Peace took off. It is on-going in Africa, Asia, Europe and the Pacific. For more info please visit: www.cop.iofc.org

Facilitator **Dr. Christiane Garin Al-Azhari**, Switzerland

Dr. Christiane Garin Al-Azhari has been one of the international Creators of Peace coordinators for fifteen years, after working as a specialist surgeon and medical superintendant in a large South African hospital for twelve years. Years of work in Africa have raised her awareness of the role of women as catalysts for change, reconciliation and peace building on the continent. She has contributed to CoP women’s workshops in India and Africa during which the Peace Circles have been initiated and formalized as a tool for women to deepen their peace-building awareness and potential. She also accompanied the CoP team who introduced the Peace Circles process and manual in Kenya and Sudan. She has now translated the CoP Circles manual into French especially for use in Rwanda and Burundi. Recently, she also conducted a well-received Peace Circle in Geneva.

Creators of Peace – Facilitate the Circle

Language **English**

Requirements **Previous experience of a Creators of Peace Circle is required**

This is a course for women who have already attended a full Creators of Peace (CoP) Circle and are ready to organize their own in their home community. Using the manual CoP provides, the course will cover the practicalities of setting up a Circle; facilitation skills for leading discussions and exercises; a chance to deepen understanding of the themes; and ways of creating trust and respect in a diverse group.

Facilitator **Susan Riddell, UK**

Susan Riddell is the co-ordinator of Creators of Peace in the UK and has been working for nearly 30 years with Initiatives of Change. She was first invited to a Creators of Peace Circle in London in 2007 and was inspired to organize one with a friend in Oxford later that year. Taking on the role of co-ordinator with the team in the UK, she has been part of devising a training programme to enable women who have attended a Creators of Peace Circle to run their own, in their own community. She attended the Creators of Peace Conference in Sydney, Australia, in 2009 and was part of the Facilitation Training team there.

Education for Peace: Learning Respectful Approaches to Teaching

Language **English**

This workshop is designed for parents, grandparents, professionals, NGOs and others who are working with children and youth. We will explore the important role of children who are not just actors, but also authors of their future. The workshop is based on the beliefs of Janusz Korczak that ‘any child has his own way, his own path, on which he embarks immediately following birth. The role of a parent or a teacher is not to impose other goals on a child, but to help children achieve their own goals’. Many different tools, techniques and teaching kits will be utilized during the workshop including: Understanding Initiatives of Change’s principles of a peace education program; Exploring the educational ideas and methods involved in an education for peace program; Strategies for applying the program in different cultural contexts.

Facilitator **Jonathan Levy**, UK and France

Jonathan Levy is a specialist in teaching and learning strategies, and a bi-cultural teacher and trainer. He is British-born, educated in pedagogy and the philosophy of education, and has lived and worked in France for 29 years. He has travelled extensively throughout Europe, Asia and North America designing and delivering teacher-trainings and training-the-trainer workshops in most European countries. He was employed for fifteen years by a large international organization in their continuing education department, where he was responsible for pedagogy and learning. In that role he was in charge of research and development of learning issues and the design and delivery of advanced training of trainers. Jonathan provides training in the education, social, intergovernmental and NGO sectors. He is employed as the pedagogical and education specialist for the Initiatives of Change France programme 'Education for Peace'. He is Vice President of the French Janusz Korczak Association and the past president of SIETAR EUROPA (Society for Intercultural Education, Training and Research).

Trustbuilding: An Honest Conversation on Race, Reconciliation, and Responsibility

Language **English**

This workshop will be based on the work of Rob Corcoran in the Initiatives of Change project 'Hope in the Cities' and will use as reference material, his new book, 'Trustbuilding: An Honest Conversation on Race, Reconciliation and Responsibility'. The book has at its centre, the story of how Richmond, Virginia, a former slave market and capital of the Confederacy, has become a seedbed for interracial dialogue and trustbuilding with national and international implications. The focus of this workshop will be the personal qualities, the DNA of a trustbuilder – and how to develop them. What are the personal qualities that engender trust and how can we restore trust when it has been broken – in our families, neighborhoods, the marketplace, government, and in international relations? In his workshop you will learn how trust can be realized; that it is, as Rob puts it, 'a fragile bridge that must be built every day'.

For more info about 'Hope in the Cities' please visit:
www.hopeinthecities.org

Facilitator **Rob Corcoran**, UK and USA

Rob Corcoran has facilitated dialogue, reconciliation and partnerships among diverse and polarized racial, ethnic, and religious groups in Europe, South Africa, India, Australia and the United States. He is the National Director of Initiatives of Change in the United States, and founder of 'Hope in the Cities', a program which models honest conversation and sustained partnerships across traditional boundaries. He has written a book on the subject of community building, 'Trustbuilding: An honest Conversation on Race, Reconciliation and Responsibility'.

Family Renewal

Language **English**

This workshop started in Taiwan and has since been delivered in many other countries in Asia as well as in Europe and North America. There are two parts in this workshop, the first is on 'Sensitivity Training'. Using personal stories of emotional pain, participants will explore how to be more sensitive to the needs of others, especially the unexpressed needs. The second part of the workshop is on 'Inner Healing'. During this session participants will learn how to communicate their innermost feelings without fear of being judged.

Facilitator **Megumi Kanematsu**, Japan

Megumi Kanematsu is from Kyoto, Japan. She took Ren-jou Liu's workshop, Family Enhancement, in Taiwan, then completed his Training of Trainers and was a co-trainer in China. She worked with Initiatives of Change for over 35 years in Latin America, Europe and North America. She assisted in the Asia Pacific Youth Conference held in Cambodia and helped with IofC's Farmers' Dialogue in Cambodia for Asian and European farmers. She also worked for the Japanese Overseas Christian Medical Cooperative Service in Cambodia. She has a BA in Pedagogy from Tamagawa University in Tokyo and an MA in Human Security from Doshisha University Graduate School of Policy and Management in Kyoto.

Tools for Leadership in Transformation

Language **English**

Participants of this workshop will examine leadership as an action with the aim of bringing about transformation. This will be an experiential workshop where participants will draw on their immediate experience and issues, examining the values they apply to themselves and to the groups that they intend to lead or are already leading. The role of hopes, fears, habits and loyalties will be examined. We will look at how a leadership act can play to transform society.

Co-Facilitators **Inese Voika**, Latvia and **André Sami**, Israel

Inese Voika is currently a partner at Y-Motions International, a company devoted to leadership and transformation. Y-Motions works as catalysts inspiring change within higher education, private and government organizations. She has taught executive courses on leadership, change management and difficult conversations. Inese has been connected with Initiatives of Change (IofC) since 1992 and for the last four years has been on the International Council of IofC, responsible for the training and development portfolio. She is also a long time trainer of 'Foundations for Freedom', an IofC youth development programme in Eastern Europe. Her own effort of change-making has been devoted to challenges of corruption, in her home country of Latvia and throughout other European countries. She was the founder and the first President of Transparency International in Latvia. She graduated from Harvard University as a Fulbright scholar with a Masters in Public Administration. She also holds a Bachelor's degree in Journalism and Communications from the University of Latvia.

André Sami has worked as an independent policy advisor in the Middle East, West Africa and South America, including the Palestinian President's Office, the Palestine Investment Fund, the Legal Resources Center in Accra and UNDP (United Nations Development Program). He has been engaged in several legal, economic and communications functions within the context of the Israel-Palestine conflict. He provides consulting and coaching services for leading private sector clients in Abu Dhabi and Germany. He graduated from Harvard University with a 2-year Masters in Public Administration and holds a LL.M degree from the University of Graz, Austria.

Spirituality in Public Office

Language **English**

This training will use reflection and discussion, meditation and silence, exercises and role playing as tools during the training sessions to introduce the spirituality of Dag Hammarskjöld, former Secretary-General of the UN. The readings and reflections on texts from 'Markings', Dag Hammarskjöld's spiritual diary, will facilitate the participants' understanding of themselves and their inner ways. Excerpts from his speeches will also be analyzed as part of examining the impact of spirituality in taking public responsibility. Hopefully, participants will be inspired by Dag Hammarskjöld's 'yes' to life.

Facilitator **Dr. Monica Bouman**, Indonesia and the Netherlands
Dr. Monica Bouman holds a PhD in Theology and an MA in psychology. She is the author of the book 'Dag Hammarskjöld, Citizen of the World'. In 2001 Monica Bouman defended her thesis on Dag Hammarskjöld's ethics and spirituality at the Catholic University Nijmegen in the Netherlands. Since 2003 she has been working as a staff member with a political party in the Netherlands (CDA) and with KIMO, the Dutch/Belgium environmental protection organization for the coastal communities along the North Seas. In 2005/06 she participated in the human rights organization World Initiative for Orphans. At present, Dr. Bouman is a course leader, facilitator, speaker, and lecturer. She lectures on various subjects such as: Leadership and Good Governance, Identity and Citizenship, Millennium Development Goals, Servant Leadership and Integrity.

Practicalities and Other Useful Information

More Than 'Just a Conference'

During the conference, participants are accommodated in the conference centre in Caux. They may be asked to share rooms, so please indicate on the registration form if you particularly require a single room.

Families are welcome, and there will be a children's programme for ages 3–12 during conference hours.

Participants are invited to join communities of between 12 and 20 people which are both interactive discussion groups and teams which participate in the **practical tasks of the house** like dining room service, cooking, preparing vegetables, wash-up... This is a distinctive feature of Caux which is usually welcomed and valued by the participants. At the same time, it allows us to keep the conference fees at quite a low level compared to usual Swiss rates.

Fees

The conference fees cover full board, accommodation in a single or double room in the conference centre and full participation in the conference as well as the administrative fees.

Per person per day CHF 92.– (€ 61*)
without contribution to the maintenance costs of the centre.

Per person per day CHF 132.– (€ 88*)
including a voluntary contribution to the maintenance costs of the conference centre.

Contributions above CHF 132.– help pay for the stay of students, families, and others who lack enough means to cover the cost of their stay.

Children up to 5 years	free
Children from 5 to 15 years	CHF 46.– (€ 30*)
Young people (16 to 23 years), Students	CHF 55.– (€ 37*)
Day visitors (without accommodation and breakfast)	
Per person per day	CHF 55.– (€ 37*)
Young people (16 to 23 years), Students	CHF 40.– (€ 27*)

* Exchange rate applied: 1€ = CHF 1.5; rate may vary by the time of payment.

Please make your payment before or within 24 hours of your arrival in Caux. Payments in advance can be made to:

Foundation CAUX–Initiatives of Change, CH-6002 Lucerne:

Postfinance Account: 60-12000-4

Bank Accounts: Credit Suisse, Lucerne:

Account in Euro: 249270-62-3 IBAN CH58 0483 5024 9270 6200 3

Account in CHF: 249270-61-5 IBAN CH38 0483 5024 9270 6100 5

Swift code CRESCHZZ80A

To pay in advance by credit card: www.caux.ch/en/2010-fees

In Caux, payments can be made with all usual credit and debit cards or cash in Swiss Francs, Euros and US\$, as well as with traveller's or bank cheques.

The Conference Centre

Looking out over Lake Geneva from an altitude of 1000 metres, the Caux centre can accommodate up to 450 people. Formerly the Caux-Palace Hotel, in 1946 it became an international conference centre.

The rooms can be reached directly by phone; there is no radio or TV. There is an Internet room available for a small fee and some public parts of the building are equipped with wireless internet access.

Caux is 90 minutes by car or train from Geneva. Trains (change in Montreux) run from Geneva Airport every half hour. For exact departure times, consult: www.rail.ch.

Registration

Register online at www.caux.ch/en/register, or by mail using the registration form which can be downloaded or is available on demand from the conference secretariat (+41 41 310 12 61).

IofC at Caux

Initiatives of Change (IofC) is a diverse, global network building trust across the world's divides. It is comprised of people of many cultures, beliefs and backgrounds committed to transforming society through changes in individuals and relationships, starting in their own lives.

Mountain House, Caux, is one of its main conference centres. Since 1946, it has mainly been involved in post-World War II reconciliation, the de-colonization process, industrial, racial and inter-religious relations and recently increasingly in conflict prevention and aspects of Human Security.

The International Caux Conferences aim to:

- unlock potential for **personal change**, by providing **space for reflection**.
- build trust for **relationship change**, by providing space for **dialogue in diversity**.
- enable partnerships for **global change**, by **empowering people for action**.

The conferences are organized by CAUX-Initiatives of Change in collaboration with Initiatives of Change International.

CAUX-Initiatives of Change is a charitable Swiss foundation, working to promote peace, prevent conflicts, build trust and encourage intercultural dialogue. It is a member of Initiatives of Change International. www.caux.ch

Initiatives of Change International is a non-governmental organization, working for peace, reconciliation and human security worldwide. It has Special Consultative Status with the Economic and Social Council of the UN (ECOSOC) and Participatory Status at the Council of Europe. It is the federating body bringing together the national bodies of Initiatives of Change which are active in 39 countries. www.iofc.org

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