



# Humanitarian Negotiators Training Course

*April 11<sup>th</sup> – April 15<sup>th</sup>, 2011*

*Barcelona, Spain*

## **COURSE DESCRIPTION**

Humanitarian aid workers are often faced with the need to negotiate access to prisoners, refugees, and internally displaced persons (IDPs), and must also negotiate for the delivery of food, medicine, and personnel in hostile and dangerous environments. The Humanitarian Negotiators Training Course will prepare aid workers to act effectively and efficiently when negotiating for the delivery of aid in the field. The objectives of the course are to provide participants with the framework and fundamentals of negotiation, the legal tools, and the knowledge of its practical aspects. They should be able to refine and enrich their experience of the different techniques of negotiation in a combination of theoretical study and practical exercises. Learning tools will include workshops, specific case studies, group work, interactive role play, and the sharing of individual experiences.

## **ASSIGNMENTS**

### **CLASS ACTIVITIES:**

- Participant Case Studies (9 total, 15 minutes each)
- Negotiation simulation exercise

### **IN-CLASS EVALUATION – Negotiation Simulation**

Students will be divided into groups and each will be given a role to play within a case scenario. The groups must prepare and present their work in class on the last day of the course. Moderators will evaluate the participants based on their participation and performance as negotiators.

### **POST-SESSION ASSIGNMENT: FOR STUDENTS TAKING THIS CLASS FOR CREDIT ONLY!**

Students will prepare a 4-6 page paper on humanitarian negotiation, based on a specific case example they choose, either from literature or from their own work experience. The paper should be submitted to [mail@cihc.org](mailto:mail@cihc.org) as well as [laskowski.kasia@gmail.com](mailto:laskowski.kasia@gmail.com), by or before May 14, 2011, for full credit. Students interested in completing this assignment should inform the instructors on their intention prior to the end of the course.

## COURSE OUTLINE AND DAILY SCHEDULE

### Day 1: Monday, April 11

*Welcome, Course overview, Introduction of Main Concepts*

TIME	TOPIC/ ACTIVITY	LECTURER
7:00-8:15	BREAKFAST (Hotel Catalonia Barcelona Plaza)	
8:30	Shuttle bus to Castle Montjuïc (Meet in lobby at 8:15 a.m., bus departs from front of hotel at 8:30 a.m. SHARP)	
9:00-9:15	Welcome and Introduction	Larry Hollingworth, CBE, <i>Humanitarian Programs Director, CIHC</i>  Jordi Capdevila, <i>Director of the Barcelona International Peace Resource Center</i>
9:15-11:30	Humanitarian Negotiations	Larry Hollingworth
11:30-12:30	Negotiation Group Work	
12:30-1:30	LUNCH	
1:30-3:15	Negotiating with the Military	Tony Land, <i>Senior Tutor, CIHC</i>
3:15-3:30	COFFEE BREAK	
3:30-4:30	Negotiating YES	Larry Hollingworth
4:30-5:15	Participant Case Study Preparation	
5:15	Reception in courtyard, Castle Montjuïc	

### Day 2: Tuesday, April 12

*Negotiations with Armed Groups and Donors, Negotiating under Stress*

TIME	TOPIC/ ACTIVITY	LECTURER
7:00-8:15	BREAKFAST (Hotel Catalonia Barcelona Plaza)	
8:30	Shuttle bus to Castle Montjuïc (Meet in lobby at 8:15 a.m., bus departs from front of hotel at 8:30 a.m. SHARP)	
9:00-10:30	Negotiations with Armed Groups	Larry Hollingworth
10:30-10:45	COFFEE BREAK	
10:45-11:30	Negotiation Group Work	

**Day 2: Tuesday, April 12 (continued)**

<b>TIME</b>	<b>TOPIC/ ACTIVITY</b>	<b>LECTURER</b>
11:30-12:30	Negotiating NO	Larry Hollingworth
12:30-1:30	LUNCH	
1:30-3:15	Negotiating with Donors	Tony Land
3:15-3:30	COFFEE BREAK	
3:30-4:30	Negotiating Under Stress	Larry Hollingworth
4:30-5:15	Participant Case Studies (x3)	

**Day 3: Wednesday, April 13**

*Negotiating Management and Security, Gender and Negotiation, Negotiations and Contextual Considerations*

<b>TIME</b>	<b>TOPIC/ ACTIVITY</b>	<b>LECTURER</b>
7:00-8:15	BREAKFAST (Hotel Catalonia Barcelona Plaza)	
8:30	Shuttle bus to Castle Montjuïc (Meet in lobby at 8:15 a.m., bus departs from front of hotel at 8:30 a.m. SHARP)	
9:00-10:30	Negotiating Management	Tony Land
10:30-10:45	COFFEE BREAK	
10:45-12:30	Negotiating Security	Larry Hollingworth
12:30-1:30	LUNCH	
1:30-2:30	Gender and Negotiation	<i>Argentina Szabados, Chief of Mission, IOM Berlin, Special Representative to the Director General, IOM</i>
2:30-3:30	Negotiating in Eastern Europe	<i>Oleg Kalimoullin, IOM</i>
3:30-3:45	COFFEE BREAK	
3:45-4:30	Medical Negotiations	Larry Hollingworth
4:30-5:15	Participant Case Studies (x3)	
5:30-8:00	Barcelona Guided Tour	

**Day 4: Thursday, April 14**

*Case Studies: Negotiating with Armed Groups and Beneficiaries, Negotiating Survival, Negotiation Simulation Briefing*

<b>TIME</b>	<b>TOPIC/ ACTIVITY</b>	<b>LECTURER</b>
7:00-8:15	<b>BREAKFAST (Hotel Catalonia Barcelona Plaza)</b>	
8:30	<b>Shuttle bus to Castle Montjuïc</b> (Meet in lobby at 8:15 a.m., bus departs from front of hotel at 8:30 a.m. SHARP)	
9:00-10:15	<b>Case Studies and Real Scenarios: Negotiating with Armed Groups</b>	<b>Diego Guerrero Oris, <i>Context Analysis - Security Adviser, Oxfam (Spain)</i></b>
10:15-10:30	<b>COFFEE BREAK</b>	
10:30-12:30	<b>Negotiating with Beneficiaries</b>	<b>Tony Land</b>
12:30-1:30	<b>LUNCH</b>	
1:30-2:30	<b>Negotiating Survival as a Hostage</b>	<b>Tony Land</b>
2:30-3:15	<b>Participant Case Studies (x3)</b>	
3:15-3:30	<b>COFFEE BREAK</b>	
3:30-5:00	<b>Briefing for Negotiation Simulation</b>	<b>Tony Land</b>

**Day 5: Friday, April 15**

*Negotiations: DRC & South Sudan, Negotiation Simulation Exercise, Certificate Ceremony and Closing Dinner*

<b>TIME</b>	<b>TOPIC/ ACTIVITY</b>	<b>LECTURER</b>
7:00-8:15	<b>BREAKFAST (Hotel Catalonia Barcelona Plaza)</b>	
8:30	<b>Shuttle bus to Castle Montjuïc</b> (Meet in lobby at 8:15 a.m., bus departs from front of hotel at 8:30 a.m. SHARP)	
9:00-10:30	<b>Negotiations: DRC and South Sudan</b>	<b>Brigadier James Ellery, CBE, <i>Director, AEGIS</i></b>
10:30-10:45	<b>COFFEE BREAK</b>	
10:45-12:30	<b>Negotiation Simulation Exercise</b>	<b>Tony Land</b>
12:30-1:30	<b>LUNCH</b>	

**Day 5: Friday, April 15 (continued)**

<b>TIME</b>	<b>TOPIC/ ACTIVITY</b>	<b>LECTURER</b>
<b>1:30-4:30</b>	<b>Negotiation Simulation (continued)</b>	<b>Tony Land</b>
<b>4:30-4:45</b>	<b>Course Evaluation, Course Photo</b>	
<b>4:45-5:15</b>	<b>Certificate Ceremony</b>	
<b>8:00</b>	<b>Closing Dinner, Poble Espanyol (meet in lobby at 7:45 p.m. SHARP)</b>	