Conflict Analysis and Resolution (CAR) Techniques Training Course

Professional Development Training Course Outline

Category	Defense and Security	**Duration**	10 Days
Base Fee	$3,000 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

Conflict Analysis and Resolution (CAR) has become an essential competency for organizations, governments, development agencies, and community-based institutions working in complex and high-risk environments. As global tensions rise and operational landscapes become more unpredictable, professionals require advanced analytical tools, structured methodologies, and evidence-based frameworks that support early conflict detection, root-cause diagnosis, stakeholder mapping, and sustainable conflict transformation. Conflict Analysis and Resolution (CAR) Techniques Training Course equips participants with strategic techniques to understand conflict dynamics, manage tensions, support peaceful negotiations, and foster collaborative solutions within both institutional and community settings.

The training emphasizes strong keywords such as conflict mapping, conflict sensitivity, peacebuilding strategies, negotiation techniques, mediation frameworks, and stakeholder engagement. Participants will enhance their capability to interpret conflict indicators, design prevention pathways, apply analytical models, and support long-term stability programs. With real-world case studies, hands-on exercises, and tactical methodologies, the course strengthens the ability to implement sustainable, context-specific, and actionable conflict resolution interventions.

Programme Curriculum

Conflict Analysis and Resolution (CAR) Techniques Training Course

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Course Objectives

1. Understand foundational concepts and trending theories in conflict analysis and peacebuilding.
2. Apply structured frameworks to diagnose root causes and triggers of conflict.
3. Use conflict mapping tools to analyze actors, interests, and power structures.
4. Identify conflict sensitivity risks in programs and organizational operations.
5. Strengthen capacities in interest-based negotiation tactics.
6. Implement practical mediation and dialogue facilitation techniques.
7. Assess early warning indicators and design prevention mechanisms.
8. Develop strategic intervention options using conflict analysis models.
9. Strengthen communication skills for conflict-sensitive engagement.
10. Utilize data-driven decision-making to support peace and stability initiatives.
11. Evaluate conflict resolution outcomes using measurable indicators.
12. Integrate community participation and local knowledge in conflict transformation.
13. Develop organizational strategies for long-term conflict resilience.

Organizational Benefits

- Enhanced organizational capacity for conflict-sensitive planning
- Strengthened early warning and crisis-mitigation structures
- Improved stakeholder engagement and communication processes
- More effective negotiation pathways and dispute resolution outcomes
- Reduced operational risks in conflict-prone environments
- Increased staff competence in peacebuilding methodologies
- Greater institutional trust and credibility with communities
- Improved program effectiveness in fragile and volatile contexts
- Reduced likelihood of escalated disputes and tensions
- Better alignment with global peace and resilience frameworks

Target Audiences

- Peacebuilding and conflict-resolution practitioners
- Government policy officers and development professionals
- NGO and humanitarian program managers
- Community leaders and advocates
- Security sector and public administration personnel
- International development organization staff
- Social scientists and researchers

- Corporate leaders managing conflict-sensitive operations

Course Duration: 10 days

Course Modules

Module 1: Foundations of Conflict Analysis

- Define conflict, conflict types, and emerging global trends
- Explore causes, triggers, and structural factors of conflict
- Examine conflict theories and analytical models
- Analyze the stages and escalation patterns of conflict
- Assess the role of institutions in conflict dynamics
- Case Study: Understanding conflict escalation in a multi-stakeholder environment

Module 2: Conflict Mapping and Actor Analysis

- Map actors, interests, needs, and influence
- Evaluate power dynamics and stakeholder motivations
- Identify alliances, tensions, and hidden agendas
- Use analytical tools to visualize conflict systems
- Assess conflict drivers linked to specific actors
- Case Study: Actor mapping in a local governance dispute

Module 3: Root Cause and Problem Diagnosis

- Differentiate between symptoms and underlying issues
- Use diagnostic tools such as fishbone analysis
- Assess historical, political, ethnic, and economic drivers
- Identify systemic vulnerabilities and conflict triggers
- Link root causes to targeted interventions
- Case Study: Diagnosing root causes of resource-based conflict

Module 4: Conflict Sensitivity and Do-No-Harm Approaches

- Understand conflict sensitivity principles
- Assess risks created by organizational actions
- Apply the Do-No-Harm framework in project planning
- Identify unintended negative impacts in interventions
- Strengthen context-aware decision-making
- Case Study: Conflict sensitivity gaps in a development program

Module 5: Early Warning and Early Response Mechanisms

- Define indicators of rising tensions
- Build community-centered early warning systems
- Use data sources and monitoring tools
- Develop rapid-response frameworks
- Collaborate with key actors in crisis prevention
- Case Study: Early warning system in a fragile region

Module 6: Negotiation Techniques and Strategies

- Understand negotiation principles and styles
- Prepare interest-based negotiation strategies
- Strengthen communication during negotiation
- Develop win–win negotiation outcomes
- Address power imbalances and biases
- Case Study: Cross-sector negotiation in a community conflict

Module 7: Mediation Processes and Facilitation Skills

- Understand stages of mediation processes
- Develop mediator roles, skills, and ethical guidelines
- Facilitate dialogue between conflicting parties
- Manage emotions and difficult conversations
- Apply structured mediation frameworks
- Case Study: Mediation between community and institutional actors

Module 8: Dialogue and Peacebuilding Techniques

- Apply dialogue models for conflict transformation
- Use participatory approaches to build trust
- Facilitate collaborative problem-solving
- Support local peacebuilding initiatives
- Address trauma, healing, and reconciliation needs
- Case Study: Community dialogue process in a post-conflict setting

Module 9: Cultural and Social Dimensions of Conflict

- Explore cultural factors influencing conflict behavior
- Assess identity, norms, and social structures
- Strengthen culturally sensitive conflict engagement
- Address social exclusion and marginalization
- Integrate local knowledge and practices
- Case Study: Cultural conflict dynamics in an ethnically diverse area

Module 10: Communication for Conflict Resolution

- Use effective communication strategies during tensions
- Strengthen listening, empathy, and rapport-building
- Tailor messaging for different stakeholder groups
- Prevent miscommunication and conflict escalation
- Manage information flow during crises
- Case Study: Communication breakdown in a cross-cultural negotiation

Module 11: Conflict Resolution Tools and Techniques

- Review a toolkit of resolution strategies
- Select appropriate tools for varying conflict types
- Integrate hybrid and adaptive approaches
- Align resolution methods with context
- Evaluate expected outcomes and risks
- Case Study: Applying mixed methods in an organizational conflict

Module 12: Peacebuilding Program Design

- Analyze peacebuilding needs and objectives
- Develop context-fitting program frameworks
- Integrate monitoring and evaluation mechanisms
- Strengthen partnerships for peacebuilding
- Mobilize resources for effective interventions
- Case Study: Designing a peacebuilding program for a conflict-affected district

Module 13: Community Engagement in Conflict Resolution

- Strengthen community-level participation
- Utilize inclusive engagement methods
- Support local dispute-resolution systems
- Facilitate multi-stakeholder collaboration
- Address barriers to meaningful participation
- Case Study: Community-led resolution of land conflict

Module 14: Monitoring, Evaluation and Learning in CAR

- Develop indicators for conflict resolution programs
- Track progress and measure impact
- Integrate learning into organizational processes
- Manage data collection in sensitive environments
- Improve future conflict interventions through evaluation
- Case Study: Evaluation of a regional conflict mitigation initiative

Module 15: Institutionalizing Conflict Resolution Practices

- Develop organizational policies for conflict management
- Build long-term internal capacity and training systems
- Integrate CAR into leadership and strategic planning
- Strengthen institutional accountability for peace
- Develop sustainability and expansion strategies
- Case Study: Institutionalizing CAR in a multi-country organization

Training Methodology

- Interactive presentations and instructor-led discussions
- Practical group exercises and conflict analysis tools
- Case study reviews from real conflict environments
- Role plays and negotiation simulations
- Application of stakeholder mapping and diagnostic tools
- Development of an action plan for applying CAR techniques

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	04 Dec 2026	Online	$2,000
23 Nov 2026	04 Dec 2026	Physical	$3,000
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$9,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$12,000

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