

Course: Effective Advising in Complex and Fragile Situations



Overall objectives

The course will provide participants with:

- The broader picture within which to understand their placement and determine their tactics and strategies.
- Greater awareness of some of the fundamentals of effective advising, and opportunities to try out several of the core skills.
- Frameworks, methods and a vocabulary to think and work through effective advising for capacity development and organizational change or institutional reform.

Who is this course for?

The course is targeted at:

- Individuals that are or in the near future will serve as 'advisors' or 'technical experts' (civilian or uniformed) supporting *public sector* organizational and institutional capacity building or reform. These can be 'international' but also 'regional' or 'national' advisors. The course is also relevant for senior personnel of agencies selecting and deploying 'advisors'.

Learning approaches

The course is very practice oriented and uses case studies, role play and small group exercises to foster learning.

Content of the course

The first part of the course will focus on individual preparedness and skill development, and will deal with issues including: the core attributes of a good advisor, principles of advising, dealing with frequently encountered dilemmas, strategic listening, understanding resistance, and identifying change agents.

The second part of the course focuses on strategies and approaches to strengthen organizational efficiency and reform, but also on enabling change through multi-stakeholder processes.

While much of the course content is generic and broadly relevant for a multitude of contexts, the emphasis and examples will focus on the strengthening of core governance institutions in fragile and complex situations.

About the Course

Countries that emerge from prolonged periods of violence often need to rebuild their public sector institutions and the governance relationship between authorities and citizens. One of the ways in which international partners seek to assist with this is the deployment of 'advisors' or 'experts' to help strengthen national capacities. Yet reviews of decades of 'technical assistance' and more targeted evaluations show that the expertise provided is not always producing the desired results.

This course seeks to better prepare current or future advisors by honing essential interactional skills, and by offering guidance on how to understand and navigate the broader political and institutional environments they find themselves in.



Cost, application:

Course fee of CHF 250; Maximum 18 participants; Application required via application form (the form can be downloaded from www.ipat-interpeace.org, or www.interpeace.org)

Deadline for Applications: 30 June 2014

To be considered for participation, please submit an application as well as a short essay of no more than 750 words describing a personal challenge. If there are more than 18 applications, the course organizers will seek to constitute a balanced group of participants. The course fee for 8.5 days and the welcome dinner is CHF 250. This includes accommodation and all meals from the nights of 25th August till 2nd September, with the exception of Saturday 30th August when only breakfast is included. Partial travel cost-support can be considered for national advisors from the assistance receiving countries' against a motivated request.

For more information, contact:

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The application form can be downloaded from www.ipat-interpeace.org

When and where:

25th August- 3rd September 2014

The course will take place from Monday evening 25th August to Wednesday noon 3rd September (*Saturday 30th August will be time off*).

The course takes place at the Chateau de Bossey near Geneva, Switzerland.

This course is implemented by the International Peacebuilding Advisory Team (IPAT), an initiative of Interpeace, organized in partnership with the Human Security Division of the Swiss Ministry of Foreign Affairs, Stichting Nederlandse Vrijwilligers (SNV) and the U.S. Institute for Peace (USIP).

