Training for Peace in Burundi and DR Congo

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POLITICAL MEDIATION
between top leaders and diplomats

“TRACK 1.5” FACILITATION
between key leaders and professional facilitators

BROAD SOCIAL RECONCILIATION
between leaders and the people
CONVERGENCE OF TRACKS 1 & 2

“The Commission ... was committed to an inclusive and nationally driven process aimed at maximizing the involvement of all relevant actors on the ground, including civil society, and in the broader international community.”


“Post-crisis stabilization requires a sustained and flexible engagement from the international community, in particular in the first years after a crisis, on the basis of integrated transition strategies”

Towards Integrated Peace Building Strategies in Post-Conflict

**OWNERSHIP**

1. **National Buy-In by Top Leaders:**
   - Relationship Map, Consultation, International Support
2. **Designation of Key Leaders:**
   - Gender, Professional, Historical, Geographical, Ethnic, Wide Spectrum
3. **Establishment of a Local Office:**
   - with a Personality of Strong Reputation

**PROCESS FACILITATION**

1. **Relationship Building:**
   - Informal Setting, Follow-up, Network
2. **Methods:**
   - Dialogue, Communication
   - Negotiation, Mediation
3. **Coaching on Substance:**
   - Security Sector
   - Political Transition
   - Sustainable Devt
   - Justice & Impunity

**IMPACT**

1. **Individual:**
   - Personal Immediate
   - Personal Sustainable
2. **Relational:**
   - Among Key Leaders
   - On Subordinates
   - On Principals
3. **Institutional:**
   - Limited, Sequenced
4. **Social:**
   - Media
TWO PROGRAMS
BLTP (Burundi)
& ILCCE (DR Congo)

Through the NGO Burundi Leadership Training Program (BLTP)
With Woodrow Wilson International Center for Scholars – ESSEC IRENE - CMPartners

- **Ngozi Process**
  - March & September 2003, May 2004 => Burundian Leaders 95

- **Security-Sector Workshops**
  - November 2003 (Nairobi) => Commanders of Armed Movements and Regular Army (Forces Armées Burundaise -FAB) 37
  - February 2004 (Bujumbura) => Cease-Fire Commission (CMC) 33
  - May 2004 (Gitega) => Integrated Command of the Army (FDN) 30
  - September 2004 (Bujumbura) => Joint Liaison Teams for DDR (United Nations and Burundian Forces) 88
  - February & May 2005 (Gitega) => Integrated Command of the National Police (1 & 2) 70
  - 2005-2007 (Ngozi) => FDN 1, 2, 3, 4, 5, 6 200
  - 2006-2007 (Ngozi & Gitega) => PNB 1, 2 70
  - January 2008 (Gitega) => Training of Trainers 40

- **Political Workshops**
  - November 2004 & Sept. 2006 (Gitega) => Leaders of political parties, parliamentarians 91
  - September 2005 (Bujumbura) => President, VPS, Ministers, Key Advisors 33
  - September 2007 (Bujumbura) => 4 former Presidents, Gen. Chief of staff, Key Advisors 35

- **Training of Trainers towards Social and Economic Development**
  - March-April 2004 (Gitega-Ruyegi) => Leaders Facilitators at the Communal Level 30
  - 2004-2005 (Gitega-Ruyegi) => Community Based Leadership Project at Communal Level 7137
  - July 2004 (Paris) => Training of Trainers 45
  - July 2005 (Washington) => Training of Trainers 40
  - December 2007 (Gitega) => Training of Trainers

**TOTAL OF PARTICIPANTS :** over 8000
Integrated Peace Building Program
in DR Congo (2006-2007)

36 WORKSHOPS (2005-2009)
Within the NGO Initiative pour un Leadership Collaboratif et pour la Cohésion de l’État en RDC through a partnership of Woodrow Wilson International Center for Scholars and ESSEC IRENE

Nganda Process:
- Jan. & Febr. 2006 (Kinshasa) => Congoolese Leaders 30 X 2
- Febr., May, Aug. 2006 (Kinshasa) => Congoolese Leaders
- July 2006 (Kinshasa) => Campaign Directors 8
- November 2006 (Kinshasa) => Congoolese Journalists 23
- May 2007 (Kinshasa) => Members of National Assembly 40

Process in provinces:
- March 2006 (Goma) => Leaders from North Kivu 45
- May 2006 (Bukavu) => Leaders from South Kivu 45
- July 2006 (Butembo, Uvira, Minembwe) => North and South Kivu 110
- October 2006 (Goma) => Leaders from North Kivu 15
- March 2007 (Goma) => Leaders from North Kivu 45
- April 2007 (Bukavu) => Leaders from South Kivu 40
- June 2007 (Goma) => Leaders from North Kivu 40
- September 2007 (Goma) => Leaders from North Kivu 45
- October 2007 (Matadi) => Leaders from Bas Congo 40
- November 2007 (Goma) => Leaders from North Kivu 30
- January 2008 (Goma) => Leaders from North Kivu 30

TOTAL OF PARTICIPANTS: 600