



Dear Applicant,

The Federal Police Academy in close cooperation with the Centre for International Peace Operations (ZIF) will deliver a five-day course titled "Team and Conflict Management in Peace Operations - Working in and Leading Multicultural Teams". The course will take place in Lübeck at the German Federal Police Academy from 4 to 8 May 2026.

Course Objectives

By the end of the course, participants

- reflect upon the role of culture and cultural diversity in peace operations,
- communicate effectively and sensitively in culturally diverse settings, including between military, civilian and police mission staff,
- analyse interpersonal conflicts and reflect their own responses to conflicts,
- apply techniques to manage interpersonal conflicts,
- use tools for team and trust building in mission contexts,
- understand leadership concepts and styles, including commonalities and differences for military, civilians and police and
- apply leadership tools to empower and motivate a team.

Course Content

The training aims to increase the effectiveness and performance of teams and their leaders in peace operations. Good cooperation and mutual support in the team as well as between staff members and their superiors are among other prerequisites for team resilience, a productive working environment and ultimately the implementation of the mission's mandate. This requires a set of competences amongst mission staff and leaders, including intercultural communication, conflict management, leadership as well as team and trust building skills. The course offers participants the opportunity to test, reflect upon and further develop their competences in leadership, teamwork and conflict management. This training is based on the principles of self-directed and participant-centred learning, using interactive and participatory methods and activities.

Course Modules

- Introduction to intercultural competence - mandatory pre-course online module
- Mission context, cultures, cultural diversity & stereotypes
- Intercultural communication
- Understanding and responding to interpersonal conflicts
- Techniques for managing interpersonal conflicts
- Motivation
- Team & trust building
- Leadership of multicultural teams in missions

Course Audience

The course is geared towards civilian, police and military experts who have worked or who will be working in peace operations or in related functions in organisations HQs. The main target audience is mid-level leadership. However, a mixed group of participants with less or more leadership experience is beneficial for peer learning.

Total number of participants: 12

Course Language: English

We aim to strike a gender balance, so applications from female participants are encouraged.

Travel Expenses, Accommodation, Course Fee and Per Diems

The participants need to cover their own travel expenses and food (11,10 €/day).

The course fee will be 424,00 €/week and the participants will need to cover the costs for the hotel.

We made a reservation for the Viva Hotel in Lübeck, which is in walking distance to the Federal Police Academy (approx. 15 minutes). The costs for the Viva Hotel are 95 Euros/night including breakfast, if you use our reservation.

No per diems will be paid.

Training Location

Federal Police Academy in Luebeck (Facility Falkenfeld)

Bundespolizeiakademie (Federal Police Academy)
Schwartauer Landstraße 1-5
23554 Lübeck
Germany

Accommodation

Viva Hotel Luebeck (optional)
Bei der Lohmuehle 27
23445 Luebeck
Germany

Arrival / Departure

Participants should arrive on Sunday 3 May 2026 until 22.00 hrs. The course will finish at 12.00 hrs on Friday 8 May 2026.

How to apply

Applicants should send the application form including a paragraph (max. 200 words) about why they wish to attend the course and additionally an up-to-date CV.

The selection of participants will be based upon applicant backgrounds, experience, suitability, gender balance and nationality.

The decision on which applications are accepted remains solely with the organisers.

Deadline for applications is 20 March 2026. Applications should be sent to p.tapavicki@zif-berlin.org

For further information or queries, please contact Course Director, Markus Feilke (Markus.Feilke@polizei.bund.de).

Yours sincerely,



Markus Feilke
Course Director