



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 takes place in Neustrelitz at a regional Training and Advance Training Centre of the German Federal Police Academy from 31st March to 04th April 2025.

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 others 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 530,00 €/week. This covers all course materials and accommodation in the Training Facility (single ensuite bedroom).

No per diems will be paid.

Training Location and Accommodation

The training will take place in the regional Training and Advance Training Centre (AFZ) of the Federal Police Academy in Neustrelitz. Participants will be accommodated in the Training Centre.

Address:

Bundespolizeiaus- und Fortbildungszentrum Neustrelitz
Woldegker Chaussee 50
17235 Neustrelitz
Germany

The AFZ Neustrelitz is in close distance to Berlin. Driving by train needs approx. 1 hour.

Arrival / Departure

Participants should arrive on Sunday 30th March 2025 until 22.00 hrs. The course will finish at 12.00 hrs on Friday 04th April 2025.

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 24th February 2025. Applications should be sent to bpolak.alv@polizei.bund.de and Markus.Feilke@polizei.bund.de.

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

Yours sincerely,

A handwritten signature in black ink, appearing to be 'M. Feilke', written in a cursive style.

Markus Feilke
Course Director