

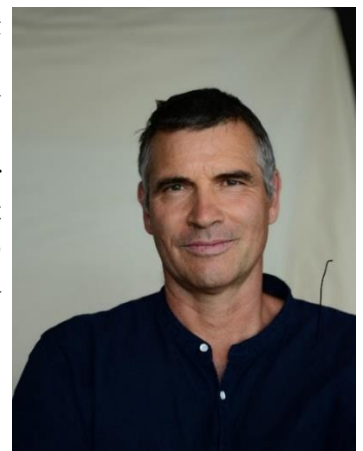
Baku Summer Academy: 1 - 7 July, 2027

Baku, Azerbaijan - Ganjali Plaza Hotel

Trainers & Topics

I LECTURER: Peter Aeberhard Class Days: 2 & 3 July, 2027

Peter Aeberhard brings over three decades of experience in **conflict transformation, mediation, and strategic leadership** across government, international NGOs, and foundations. With expertise in both high-level policy advising and field-based implementation, Peter has served as a political advisor to the Swiss Ministry of Foreign Affairs, country director for SWISSAID in Tanzania and Niger, and consultant in fragile and post-conflict contexts such as Somalia, Kenya, and the Sahel. His work bridges the gap between **systemic leadership** and **on-the-ground mediation**, always with a focus on **sustainable conflict resolution**.



Core Expertise

- **Mediation and Conflict Resolution:** Mediator with experience in trauma-informed conflict management. Skilled in fostering sustainable, inclusive solutions through culturally sensitive approaches in fragile and multicultural contexts.
- **Strategic Conflict Prevention:** Expertise in systems thinking and anticipatory strategies for preventing escalation of violence. Focus on linking individual leadership to collective security and resilience.
- **Leadership in Fragile Contexts:** Coaching leaders from civil society, governments, and security institutions to adopt conflict-sensitive and trauma-informed approaches.
- **Training & Facilitation:** Over 20 years of experience in designing and leading workshops on conflict resolution, negotiation, mediation, and intercultural dialogue in Europe, Africa, and beyond.

Peter's recent publications include *Addressing Trauma: The Missing Element in Security Sector Governance and Reform* (DCAF, 2024), where he highlights the integration of trauma-awareness into peacebuilding and leadership frameworks.

Essence of Training

This two-day program, “**Empowering Leaders for Conflict Prevention and Mediation**”, supports participants in developing conflict-sensitive leadership skills and trauma-informed mediation capacities.

Day 1 introduces participants to the fundamentals of **leadership vision, systems thinking, and conflict prevention**, giving them practical frameworks to understand conflict dynamics and anticipate escalation.

Day 2 emphasizes **mediation, negotiation, and trauma-informed leadership**, enabling participants to apply culturally sensitive tools in practice-oriented simulations.

The unit balances **theoretical input, applied exercises, and reflective learning**, ensuring that participants not only gain conceptual clarity but also practical skills for their professional environments.

Day 1 Topic: Foundations of Empowered Leadership and Conflict Prevention

Objective: Build a strong foundation for conflict resolution by integrating leadership awareness with systems thinking and conflict analysis.

Topics Covered

1. Personal Vision and Leadership in Conflict Settings

- Clarifying leadership goals and values in high-stakes contexts.
- Understanding personal triggers and resilience factors.

2. Systems Thinking for Conflict Prevention

- Using causal loop diagrams to analyze conflict drivers.
- Identifying feedback loops between trauma, mistrust, and dialogue.

3. Interactive Case Study & Reflective Strategy Session

- Group exercise on a multi-layered conflict scenario.
- Application of systems thinking and reflective leadership strategies.

Methodology

- Vision-mapping and self-reflection exercises
- Systems analysis with CLDs (Causal Loop Diagrams)
- Group case study and guided peer reflections

Day 2 Topic: Mediation, Negotiation, and Trauma-Informed Leadership

Objective: Equip participants with **practical skills in mediation and negotiation**, integrating trauma awareness and cultural sensitivity into leadership and decision-making.

Topics Covered

1. Trauma-Informed Mediation and Cultural Sensitivity

- Mediation tools that address trauma impacts.
- Reading the spoken and unspoken in cross-cultural contexts.

2. Strategic Negotiation and Empowered Decision-Making

- Negotiation styles and managing power asymmetries.
- Practical tools: Interests vs. positions and cultural filters.

3. Simulation & Action Planning Workshop

- Role-play exercises simulating high-stakes mediation settings.
- Peer feedback and facilitator coaching.
- Individual action planning: integrating new skills into professional practice.

Methodology

- Trauma-sensitive role plays and scenario-based negotiations
- Reflective coaching and structured peer feedback
- Individual action planning with measurable steps and indicators

Expected Outcome

- By the end of the training, participants will:
- Clarify their **personal leadership vision** in conflict settings.
- Apply **systems thinking tools** to prevent conflict escalation.
- Develop **trauma-informed mediation and negotiation skills**.
- Strengthen their ability to manage **power dynamics and cultural differences** in practice.
- Leave with a concrete **action plan** for integrating insights into their organizational and regional work.

II LECTURER: Mr. Rovshan Mammadov: 5 & 6 July, 2027

With over 15 years of experience in project management and a proven track record across diverse industries, Mr. Rovshan Mammadov is dedicated to empowering professionals through comprehensive project management courses. His expertise includes:

- **Educational Background:** Master of Business Administration in European Management, Berlin School of Economics and Law.
- **Certifications:** PMP, PMI-ACP, PRINCE2, PSM I, PSPO I.
- **Industry Experience:** Healthcare, Consulting, IT & Services, Retail, Automotive.
- **Training Expertise:** Successfully conducted over 50 project management training sessions, supporting the development of more than 1,000 professionals with a 95% success rate in achieving their goals



Day 1 Topic: Introduction to Project Management: Learning Objectives and Outcomes

On Day 1, participants will establish a solid conceptual foundation in modern project management. The session introduces project management as a value-oriented and principle-driven discipline that connects strategic objectives with structured execution.

Professionals will learn the six core principles that guide effective project management practice. They will understand how adopting a holistic view enables them to manage interdependencies across stakeholders and organizational systems. They will explore how maintaining a focus on value ensures alignment between project outcomes and strategic goals. The training emphasizes how to embed quality into processes and deliverables to prevent defects rather than correct them later. Participants will also examine the importance of acting as an accountable leader, integrating sustainability across all project areas, and building an empowered culture that fosters collaboration, trust, and performance.

In addition, attendees will develop awareness of the project management mindset, which consists of three essential dimensions: being proactive in anticipating risks and opportunities, demonstrating ownership of outcomes and decisions, and maintaining a value-driven orientation in prioritization and governance.

The session further introduces different project management development approaches—predictive, iterative, incremental, agile, and hybrid—enabling participants to understand how delivery models are selected based on uncertainty and complexity.

Finally, professionals will gain clarity on the five Project Management Focus Areas: Initiating, Planning, Executing, Monitoring and Controlling, and Closing. They will understand how these focus areas structure the project lifecycle and provide governance from authorization through formal completion.

By the end of Day 1, participants will possess a structured framework that integrates principles, mindset, development approaches, and lifecycle governance into a coherent professional practice model

Methodologies

On Day 1, a combination of structured and interactive methodologies will be applied to ensure effective knowledge transfer and engagement. The session will include lectures and theoretical input to establish foundational concepts, supported by structured PowerPoint presentations. Participants will engage in experience sharing to connect theoretical frameworks with practical insights. In addition, case studies and group work will be used to encourage analytical thinking, collaborative learning, and real-world application of project management principles.

Day 2 Topic: Introduction to the 7 Project Management Performance Domains

On Day 2, participants will be introduced to the seven Project Management Performance Domains, which describe the critical areas that drive successful project delivery. These domains provide an integrated framework for managing project performance across all key dimensions.

The session will cover Governance, ensuring alignment with organizational strategy and oversight structures; Scope, defining and controlling what is included in the project; Schedule, managing timelines and milestones; Finance, planning and controlling costs and budgets; Stakeholders, identifying and engaging individuals or groups affected by the project; Resources, organizing and leading human and physical resources; and Risk, identifying, analyzing, and responding to uncertainties.

In addition, participants will gain an overview of the 40 processes that describe the underlying mechanics of performance domain activities. These processes provide structured guidance on how to plan, execute, monitor, and control project work in a systematic and measurable manner. By understanding both the performance domains and their associated processes, professionals will develop a comprehensive view of how project components interact to achieve successful outcomes.

Methodologies

On Day 2, a combination of structured and interactive methodologies will be applied to ensure effective knowledge transfer and engagement. The session will include lectures and theoretical input to establish foundational concepts, supported by structured PowerPoint presentations. Participants will engage in experience sharing to connect theoretical frameworks with practical insights. In addition, case studies and group work will be used to encourage analytical thinking, collaborative learning, and real-world application of project management principles.

We are looking forward to seeing you in our Baku Summer Programs 2027

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