

## **Baku Summer Academy: 1 - 7 July, 2025**

### **Ganjali Plaza Hotel - Baku, Azerbaijan**

#### **Trainers**



#### **I Trainer: Mr. Portugheis Alberto** **Class Days: 2 & 3 July, 2025**

**Alberto Portugheis** was born in La Plata, Argentina, in a family of Russian and Romanian origin, displaced due to World Wars One and Two. He now lives in London, UK. As a professional musician, - pianist and piano pedagogue - Alberto visited nearly sixty countries, most of them territories that experienced war, civil or international. Also countries that suffered genocides.

Reading and hearing about and watching the horrors of war led to Alberto's interest in war, peace, Politics, Economics and Human Rights. The seven years spent in Geneva, Switzerland in close contact with United Nations diplomats and politicians, was a mind and eye opener.

Alberto Portugheis is very keen to share his experience to open the eyes, minds and hearts of the younger generations, in an effort to save humanity and the planet from extinction. He has been invited to lecture in the UK, Spain, Israel, Egypt, Mexico, Colombia, Argentina and Nigeria.

Alberto is the Founder and President of the NGO Humanity United for Universal Demilitarisation. <https://hufud.org/>



#### **Day 1: Conflict: Creation, Resolution and no-Resolution (no ?)**

All conflicts have an origin, a history, negotiations, agreements, disagreements, economic, social, political, military, scientific and cultural considerations. In our Class we shall discuss why some conflicts are solved and some are not.

#### **Day 2: International Security & Insecurity - Government Policies (real and fake)**

In the Class we shall analyse all kinds of Security and Insecurity: Financial, economic, social and educational. Why governments deliver or don't deliver their national and international policies.

## Methodology

I explain all points and subjects mentioned above, based on my studies, knowledge, analysis, observations and personal experience. This leads to students absorbing the information, taking notes, analysing what they heard and what they saw projected on the screen, come up with their own conclusions and together we discuss all opinions and ideas heard or proposed.

### **II Trainer: Mr. Joe Gerada** **Class Days: 4 & 5 July, 2025**

**Joe Gerada** holds a Master degree in Mediation from IUKB (Suisse), is a fellow of the Chartered Institute for People Management UK and a warranted Social Worker. He is the former President of the Social Cohesion Committee of the Council of Europe. He coordinated various groups at the Council of Europe to develop recommendations for the Committee of Ministers including a report on the transition to a carbon neutral economy and its implications to social policy. He held senior positions in several public institutions in Malta, as well as, in private and voluntary organizations. He is currently the Chairperson of the Employment Tribunal in the Maltese judicial system and Chairperson of the Children's Review Board for children in Care in Malta. Joe Gerada sits on several boards of directors and consults for private organizations in change management as well as engages in coaching and training for managers.

He lectures on public policy at the Faculty of Economics and Management at the University of Malta



The sessions in these two days of training build on each other and create a momentum of confidence for the participants to deal and manage successfully, challenging situations.

The sessions are meant to enable the participants practice these skills once they are back in their usual environments.

**Day Three: Influencing and Persuading Skills** - Gaining the ability to influence and persuade others to your point of view. The participants will be able to make the right choice of words and avoid inadvertent irritators. They shall be able to focus on what is important while putting an argument together in a coherent and logical manner which helps you bring people to what you want. This session shall also include practice exercises.

**Conflict resolution** - how conflict is built and evaluate whether the personality of the participants tends to avoid conflict or contribute to it. These sessions will help the participants to self-evaluate and while learning about the various elements that create conflict and how to resolve it, gives a better understanding of how each delegate reacts under such conditions. The sessions shall deal with conflict modes the sequences that a conflict may take, the barriers to communication and how to defuse anger as well as the effective use of assertiveness skills. The participants shall engage in practical exercises and learning from videos.

**Day Four: Mediation** - learn about what mediation is and how it works and the rules to follow when conducting mediation. The participants shall learn about the concepts of non-adversarial process of mediation which is impartial and honest with the aim of identifying a mutually acceptable solution. The session shall include a videoed mediation session to help the participants watch the skills of mediation in action.

**Negotiation skills** - Learn about the difference between mediation and negotiation and learn about the important elements of successful negotiations. The participants shall learn about how to increase bargaining power and use the cost-value matrix to design your strategy before starting negotiations. The sessions on negotiation shall include videos of negotiation sessions in action. Moreover, the participants shall practice negotiation through practical exercises.

**Leadership** - the session shall focus entirely on the leadership characteristics of the participants and how these characteristics can help them succeed or hinder them when managing people or situations. Through practical exercises they will identify their strengths and weaknesses and be better prepared to work more effectively with others.

**IPD Academic Programs:** Theory - Practice - Research - Exchange - Networking - Contribute