

# SYLLABUS

## 101: INTRODUCTION TO MANAGING ENVIRONMENTAL CONFLICT

### OVERVIEW

Managing Environmental Conflict requires a broad range of skills and abilities including: analyzing the situation to determine the most productive approach; project implementation and management, facilitating groups; communicating effectively to build and maintain working relationships; and finding workable solutions by negotiating from an “interest-based” perspective to satisfy the diverse interests of all parties.

This participatory and interactive course will help develop awareness of the many facets of conflict management including: analyzing, organizing, and steps in implementing environmental conflict resolution and collaborative planning processes; Interest-Based Negotiation (IBN); basic communications survival skills, and resources available. This training exposes those new to Environment Collaboration and Conflict Resolution to the broad range of concepts and skills that one must have to effectively manage environmental conflicts.

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### LEARNING OBJECTIVES

The objectives for this training include:

- Develop an awareness of the field and practice of Environmental Collaboration and Conflict Resolution (ECCR)
- Know how to systematically analyze a situation and identify an appropriate conflict resolution process
- Learn effective conflict management concepts, particularly Interest-Based Negotiation (IBN)
- Develop basic communication skills that help foster long term relationships and help to better manage and resolve conflict

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### TOPICS

This course introduces the following topics:

- Environmental Collaboration and Conflict Resolution framing
- Interest-Based Negotiation
- Understanding Conflict
- Communication for Understanding
- Situational Assessments
- Convening Collaborative Processes
- Resources useful in managing environmental conflict

# AGENDA

## 101: INTRODUCTION TO MANAGING ENVIRONMENTAL CONFLICT

### DAY 1

#### MORNING

8:15 AM – Arrive

8:30 AM – Begin Class

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#### INTRODUCTIONS + OBJECTIVES

1. Welcome
2. Experiences with Environmental Conflicts
3. Objectives of Course
4. Agenda and Materials
5. Introduce the U.S. Institute

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#### MODULE 1: UNDERSTANDING CONFLICT

1. Understanding Conflict
2. Collaboration
3. Environmental Collaboration and Conflict Resolution (ECCR)
  - a. History
  - b. Key practices
  - c. The ECCR Process
4. Interest Based Negotiation
  - a. Principles
  - b. Invent Options for Mutual Gain

#### LUNCH (1 HOUR)

#### AFTERNOON

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#### MODULE 2: TOOLS TO ENHANCE UNDERSTANDING

1. Assessment
  - a. Range
  - b. Components and Process
  - c. Three Main Categories of Questions
  - d. Assessment Questions

4:30 PM – Adjourn for the day

# AGENDA

## 101: INTRODUCTION TO MANAGING ENVIRONMENTAL CONFLICT

### DAY 2

#### MORNING

8:30 AM – Begin Class

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#### MODULE 3: CONVENING COLLABORATIVE PROCESSES

1. Agreements
  - a. Bring Parties together
  - b. Establish Common Goals
  - c. Invent Options for Mutual Gain
  - d. Reach Mutual Agreement
  - e. Execute, Evaluate, and Adjust
2. Essential Ingredients for Success

#### LUNCH (1 HOUR)

#### AFTERNOON

1:00 PM – Continue class

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#### MODULE 4: CONFLICT STYLES

1. Kraybill Conflict Style Inventory – How do you deal with conflict?
2. Communication for Understanding

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#### MODULE 5: COLLABORATION CLINIC

1. Personal approach to ECCR
2. Collaboration Clinic
3. Wrap-up
  - a. Review of Objectives
  - b. Course Evaluation

4:00 PM – Adjourn for the day