

Mainstreaming Conflict Resolution Into Curriculum and Teaching

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*Simulations, Case Studies and Scenario Analysis in
Conflict Resolution Teaching*

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17 Camels: A Paradigm of Conflict Resolution and Mediation

- A Bedouin man confronts his final moments
- Three sons to inherit their father's property
- Property is 17 Camels
- To the oldest he gives $\frac{1}{2}$, the middle child $\frac{1}{3}$ and to the youngest $\frac{1}{8}$
- He dies, without explaining
- Can you help the brothers?

Where to Start?

- Pedagogical goals?
 - Teaching vs. Training...
 - Who are the learners? Maturity, experience?
 - Get a skill? Work well with each other? Both? Others?
 - History vs. fiction
 - Skills sought
 - Analytical: preparation, diagnosis
 - Behavioral: strengthening weaknesses, changing paradigms, assertiveness/empathy, impact/intent/contribution
 - High-Level: process design, facilitation, mediation, consensus-building, unity

How do I define cases?

Interactive Learning Experiences

- Factual or fictional narratives
- ...that can be used pedagogically
- ...in diverse ways
- Written or recounted
 - Use of digital or print, or video and audio

My Three Types of Interactive Teaching Material

- Simulations (role plays)
- Case studies
- Scenarios

What I learned from cases—as a student

- Fletcher, HLS (PON Cases)--Simulations
 - Unforgettable ah-ha moments
 - Unforgettable frustration
- HBS and KSG and Pew Discussion/Analysis Cases
 - From confusion to decisionmaking
 - Group discussion and shared perspective
 - Importance of brief, dense narratives

As an educator, trainer consultant

- Others' case materials
 - PON, Kellogg School, HBS, KSG, Pew, USIP
- Authoring
 - Modify existing simulations
 - Create entirely new ones alone or collaboratively
 - LINC Negotiation Architects
<http://www.lincnegotiations.com/>

Pedagogical uses of cases?

Cases complement seminar discussion and lecture/presentation

- *Practical knowledge*
 - Analysis of a conflict
 - Negotiation, mediation, facilitation
- *Decisionmaking*
 - Small group discussion
- *Assessment tools*
 - Midterm exams, difficult to plagiarize, easy to make theory and policy-relevant

Simulations (Role Plays)

Purposes:

- Enable learners to **practice** analytical and behavioral skills in a low risk environment;
- Provide opportunities for **shift** of personal or group frame on a defined problem
- Make learning **enjoyable**
- Encourage **interactivity**

Simulation Examples

- 17 Camels
- Arm Exercise
- PharmaUniversity
- Beyond the Road Map
- Cooperation and Chaos in South Asia
- Demining in Afghanistan
- Movement in Guatemala
- Crisis at the Church of the Nativity
- Bargaining With the Devil





Components of a Simulation

- Facilitation guide
- General instructions for participants
- Confidential (role-specific) instructions (written or oral)
- Shocks: press releases, other modifications
- Debrief presentation
- Any additional hand-outs or logistical materials

Case Examples

- US & Iran Possible Negotiations
- Crisis in the KRG

Scenario Examples

- Analyze Ahmedinejad's Letter to President Bush, using cross cultural conflict resolution frameworks. Either re-write it to get a response, or write the US response
 - (cross-cultural frameworks)
- Analyze the breakdown of peaceful relations among Kurdish political factions and militia, and draft a mediation strategy memo for the Special Envoy
 - (mediation and negotiation frameworks)