

present:

## 5 days training

### Concerned Public

Nature managers, public officers, PhD students, researchers, mediators, facilitators

### Length

This is a five-day training starting on Sunday evening (6 pm) with a dinner and sharing of expectations to Friday midday (ending with lunch). There will be some group activities in the evenings that will also be important for learning.

### Expected group size

6 – 12 participants

### Pedagogical Support Material

- Course manual
- Facilitation material

### Dates

15 – 20 June 2025

### Venue

[institut natura e teoria en pirenèus \(intp\)](https://www.intp.science),  
173 route de la Courbière, 09400 Surba,  
France.

### Accommodation

We have a block of 8 rooms reserved at the Campus of [Escòla Surbanenca](https://www.intp.science) where the workshop takes place. You need to reserve directly with Azenor or Matthieu ([contact@intp.science](mailto:contact@intp.science)) by 31 March, 2025. Rates are 300€ for a shared (two persons) and 350 € for an individual room including VAT and food (breakfast, lunch and dinner) for the five days.

NB: Once all the rooms on the Campus have been reserved you may have to accept a higher room fee as accommodation will be sought in the village.

### Training Fees

**1,300 €** for participants with institutional support plus VAT.

**900 €** for PostDocs without institutional support plus VAT

**690 €** for PhD students without institutional support plus VAT

### Course reservation and information:

<https://flow-ing.fr/training/> or  
[yorck.von-korff@flow-ing.fr](mailto:yorck.von-korff@flow-ing.fr) or call: +33 6  
74 88 63 04

## Managing Conflicts and Participation in Conservation Contexts

How do we want to live with nature? Can we agree on anything that allows humans and other species to co-exist? If so, how?



This training is for you if you want to:

- Acquire a sound understanding of how to deal with conflict on the personal and interpersonal level, as well as with respect to socio-ecological systems
- Hone your conflict mediation and facilitation skills in human-wildlife settings
- Learn the language and practice of participatory approaches in these contexts to understand how to incorporate these approaches into your work (for example to improve conservation policy).

### Learning objectives

- Get a clear understanding on **what conflict is** and which role individuals, systems and contexts play in this.
- **Overcome the (potential) fear of confronting conflicts.** Become mentally and technically prepared to put potentially “undiscussable issues” on the table.
- **Improve your own capacity to constructively deal with conflict** once you find yourself in it. This includes the management of conflict within yourself but also communicating with other persons that are in conflict with you.
- **Adopt a helpful stance** that can prevent conflict and that – if it occurs nevertheless – supports your ability as a conflict manager and facilitator.
- Learn about the **different levels of escalation** and complexity that conflict can develop and the consequences of this for you and potential interventions.
- Know **tools to quickly analyze a socio-ecological system** with respect to conflict including the stakeholders and their interests, the issues, the given level of escalation, the stakeholders’ history (and its effect on the present), and their readiness to address existing issues.
- Learn about **options in stakeholder involvement** – including with respect to the wider public and the role it can have in overcoming nature conflicts.
- Experience **three practical approaches for facilitating conflict management:** Dialogue Platform, Wisdom Council and Future Search
- Experience **different mediation approaches:** transformative, non-violent and systemic-cooperative and when they maybe useful.

## Pedagogy



We try to see you and your needs. We will not bombard you with dry information but involve you. We aspire to creativity inducing a warmhearted atmosphere. Therefore, the training uses a wide range of pedagogical methods that have proven effective: Group work on the participants' own cases, situational simulations and role plays, peer feedback on these experiences, modeling of facilitation and conflict management by the trainer, plenary dialogue, as well as additional theoretical and experience-based input from the trainer. The option will be given – for those who want – to extend the learning experience into the evenings.

## Trainer

**Yorck von Korff**, PhD in political science. Trainer, facilitator, mediator, and consultant for participatory processes. For 24 years Yorck has designed and facilitated multi stakeholder workshops in international cooperation, biodiversity and water management, scientific cooperation, intra-organizational change as well as urban and land planning. He has published a book on facilitation and various articles in scientific journals on participatory processes. Yorck is based in Montpellier, France and works locally as well as internationally for [flow-ing](#).



## They are endorsing this training



**Juliette Young, researcher, INRAe.**

I have known Yorck for over 10 years now, both as a collaborator in projects, and as a participant in one of his conflict resolution workshops. In this workshop I very much appreciated his approach, that allowed us to express ourselves on difficult and often emotional topics, in a safe space. Thanks to the use of his very innovative methodologies, he created space for open and honest discussions, which did not shy away from the key issues but allowed us to navigate towards practical and realistic solutions.

**Valeria Salvatori, researcher, Istituto di Ecologia Applicata.**

The ability to engage in groups and feeling part of the system is an inspiring ability of Yorck, with whom I have worked intensively in very complex conflict situations over the presence of large carnivores. I strongly recommend this course, as sharing our land with wildlife makes facilitation an unavoidable skill.



Some participant comments from the 2023 course edition in Germany:

I've learned a lot about me as a part of conflict situations and how to deal with this issue. Also about communication with others in regard to private life and work.

We felt very safe which allowed us to really engage with the experience with sincerity and good intentions. Lots of new things learned, great team dynamic, great trainer.

Was very helpful and I can recommend it to everybody!

There was a safe space to express feelings, questions and concerns. Theories and techniques were explained clearly. The opportunity to bring in personal experiences and cases. Participatory process



## Venue

The training will take place in the workshop space of the [Escòla Surbanenca](#). The whole is located at the foothills of the French Pyrenees mountains offering the possibility of forest walks:



The valley in which INTP is located



The house has a communal setting



The workshop space is upstairs



Homemade vegan catering

**If you come by airplane:** Go to Toulouse Airport and then take the shuttle or a regular bus to Toulouse Matabiau train station and from there the train to Tarascon-sur-Ariège where we can pick you up by car (7 minutes to Surba)

**By train:** You will have to pass via Toulouse Matabiau train station. From there to Tarascon-sur-Ariège where we can pick you up by car (7 minutes to Surba).

**The adress:** INTP, 173 route de la Courbière, 09400 Surba, France.

flow-ing is certified in France for the quality of its training:

