

<Attachment 3-1>
Course Overview

“Mid-Career Course” (JFY2019)

The Mid-Career Course targets those who have about 10 years of work experience in fields related to peacebuilding and development¹, and aims to enhance their skills and knowledge on communication/negotiation and leadership/management, and provides an opportunity to develop networks with expert practitioners.

In particular, this Course is designed for those who are determined to utilize their experiences to date to further their careers in peacebuilding and development, in particular at the United Nations and other international organizations. Work experience in international organizations is not a prerequisite for participation in the Course, but a good understanding of such organizations is expected. The Course welcomes applicants from international organizations and diverse backgrounds, including private businesses and NGOs/NPOs.

The 7-day training course aims to achieve these objectives through interactive discussions and role-play exercises led by experienced facilitators working on the front lines of peacebuilding and development at the UN and other international organizations. Along with strengthening the comprehensive adaptability required to overcome challenges such as changes in positions within organizations and increasingly complex responsibilities, the Course also aims to provide feedback from facilitators to each participant on his/her performance. In addition, it offers the participants ample opportunity to develop the networks invaluable for advancing their careers through individual meetings with facilitators and informal networking events.

The Course will take place in Tokyo. It will be conducted in English and is open to nationals of any country.

Please find the curriculum in the next section. The schedule is tentative and facilitators may change accordingly.

Curriculum (As of April 17, subject to change)

Date & Venue	Agenda	Facilitators
Session 1 (9:30 – 11:00), Session 2 (11:15 – 12:45), Session 3 (14:15 – 15:45), Session 4 (16:00 – 17:30)		
Communication Competencies in International Organizations [1st Stage Training]		
August 31, 2019 <u>Day 1</u>	<p><Overview of Communication ></p> <p>Session 1: Introduction</p> <p>Session 2: Speaking as a Leader: Persuasive Presenting</p> <p>Session 3: Speaking as a Leader: Notes & Scripts</p> <p>Session 4: Speaking as a Leader: Content & Structure</p> <p>[Contents] Introduction to enhancing communication competencies covering negotiation, oral and written communication in the UN and other international organizations.</p>	Hideaki Shinoda Sukehiro Hasegawa Yuji Uesugi Kenro Oshidari, Andrew Cassim, <i>et al.</i>
September 1 <u>Day 2</u>	<p><Practical Interpersonal Skills></p> <p>Session 1: Speaking as a Leader: Visual Aids</p> <p>Session 2: Speaking as a Leader: Unplanned Presenting and Q&A</p> <p>Session 3: Influencing Skills: Part I</p>	

¹ Relevant fields include the following: administration, aviation, civil affairs, communications, economics, engineering, finance, human resources, humanitarian aid, IT, law, political affairs, procurement, public health, security, and supply chain management.

	<p>Session 3: Influencing Skills: Part II [Contents] Scenario-based exercises to develop interpersonal skills in the UN and other international organizations.</p>	
<p>September 2 <u>Day 3</u></p>	<p><Practical Public Relations Skills> Session 1: Negotiation Skills: The Five Persuaders Session 2: Review Exercise on Communication Session 3: Review Exercise on Communication (Press Conference) Session 4: Review Exercise on Communication (Press Conference) [Contents] Scenario-based exercises in which various public communication skills play a crucial role for successful outcomes.</p>	
<p>Leadership Competencies in International Organization [2nd Stage Training]</p>		
<p>September 3 <u>Day 4</u></p>	<p><Overview of Leadership> Session 1: Competencies of Leadership Session 2: Principles of Leadership Session 3: Framework of Leadership at UN Session 4: Experiences of Leadership Challenges at UN [Contents] Theoretical and academic discussions on leadership and management competencies and insights into leadership required for UN works.</p>	<p>Hideaki Shinoda, Sukehiro Hasegawa Yuji Uesugi, Kenro Oshidari, Andrew Cassim, <i>et al.</i></p>
<p>September 4 <u>Day 5</u></p>	<p><Challenges of Leadership in the UN System> Session 1: Leadership Challenges in UN: Case Study I Session 2: Leadership Challenges in UN: Case Study II Session 3: Leadership Challenges in UN: Case Study III Session 4: Leadership Challenges in UN: Case Study III [Contents] Sessions on presentations by active senior UN staff members on cases of leadership challenges in their work environments.</p>	
<p>September 5 <u>Day 6</u></p>	<p><Tasks for Leadership in the UN system> Session 1: Leadership Challenges in UN Peace Operations Session 2: Leadership Challenges in UN Peace Operations Session 3: Presentation by Resource Persons Session 4: Consultative Group Discussion [Contents] Examination of leadership challenges in the context of UN peace operations followed by presentations on experiences of leadership challenges by resource persons and consultative group discussions on practical tasks for leadership.</p>	
<p>September 6 <u>Day 7</u></p>	<p><Enhancement of Leadership Skills in the UN System> Session 1: Plenary discussion on leadership Session 2: Short exercises on leadership style speeches Session 3: Expressing leadership in CBI styles Session 4: Final Review Session [Contents] Scenario-based group exercises on leadership and management skills in the UN system.</p>	

Career Consultation (optional) by Michiru Tamanai after sessions

< List of Facilitators >

- Hideaki Shinoda
(Director of HPC / Professor, Graduate School of Tokyo University of Foreign Studies. Ph.D. in International Relations) He authored numerous books and articles on peacebuilding and is winner of Osaragi Jiro Rondan Award and Suntory Academic Award. He has practical experiences of engagements with NGOs, PKO and training workshops throughout the world covering many post-conflict countries. He serves as the Program Director of the “Program for Global Human Resource Development for Peacebuilding and Development” commissioned by MOFA of Japan for 10 years from the beginning of the program.
- Sukehiro Hasegawa
(Chair of HPC Council / President, Global Peacebuilding Association of Japan / Former Special Representative of the UN Secretary-General for Timor-Leste / Member, International Advisory Board of CCCPA, Director for Academic Exchange and Cooperation, UNAJ / Member of the Board of Directions of the Japan Committee of the Earth Charter Commission / Head of ACUNS Office in Tokyo) He served 37 years in the UN system and had 18 years of field experiences in six countries that included UN peace operations in Cambodia (UNTAC), Somalia (UNOSOMII), Rwanda (UAMIR) and Timor-Leste (UNMISSET, UNOTIL, UNMIT) where he acted as SRSG, DSRSG, Humanitarian and Resident Coordinator, Manager of 550 Electoral Supervisors.
- Yuji Uesugi
(Program Officer of HPC / Professor, Faculty of International Research and Education, Waseda University. Ph.D. in International Conflict Analysis, University of Kent, UK) He has authored many books and articles on peacebuilding. He also has considerable practical experience on the ground of peacebuilding as a staff of NGOs. He served as a Program Officer of the “Program for Human Resource Development for Peacebuilding” commissioned by MOFA of Japan for 10 years from the beginning of the program.
- Kenro Oshidari
(Member of HPC Council / Guest Professor, Rikkyo University / Former Regional Director, WFP Regional Bureau for Asia, Bangkok, Thailand) As a UN staff, he led humanitarian assistance implemented around the world. He has long years of experience as Regional Director or Country Representative of WFP Offices.
- Andrew Cassim
(Managing Director, Crucial Communication, Hong Kong) He has considerable work experience as an independent consultant for training programs of international organizations including IMF and WFP.