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M.A. in CONFLICT ANALYSIS AND RESOLUTION
Internship

Guidelines for internship

Ideally students are expected to find an organization which is interested in social or political conflicts. The primary aim of the intern should be to write a situation assessment* paper regarding the existing and/or planned intervention.-which may take forms of : facilitation, mediation, problem solving workshops, training, research, and activism etc. and design an alternative conflict intervention strategy –a systems design.

If the organization is not a conflict related institution, then, the students could do two things: One is to observe the workplace conflict and write a situation assessment paper of the currents state of the relationships and come up with an alternative intervention strategy and write a systems design paper. Or, to describe the existing conflict management system of that organization, and again, design an alternative conflict intervention strategy-a systems design.

The assessment should include:

A brief definition of the problem: What is the nature of the conflict? What is/are the issue(s)? Who were the parties? What were their positions? (Note: You can use Wehr's conflict assessment guide as a guidance for your structure. See Paul Wehr, "Conflict Mapping Guide," *Conflict Regulation* (1979): 19-22)

Definition of the intervention (the type, purpose, processes, activities, audience, the state of the intervention, the final outcome- if compeleted..

To design an alternative conflict intervention design, you also have to answer the following question, first: Given the definition of the problem (No.1), what does the literature tell you as a 'good intervention' model? What was/is wrong in the past/present intervention model? What would you do instead?

*for details see Susskind et.al (1999)" The Consensus Building Handbook". London: Sage Publications. Chapter 2. Also conduct your own research on situation assessment and systems design.