

Initiatives of Change  
Conference Centre  
Caux, Switzerland



International  
Caux Conferences 2012  
Switzerland

2-8 August 2012

**The dynamics of being a  
change-maker**

Training by Initiatives of  
Change



## **Overview**

This conference will explore the calling, character, capabilities, and commitment needed by change-makers if they are to bring change to situations that cry out for transformation. It will draw on Initiatives of Change's long experience in developing networks of change-makers across the world. Facilitated sessions will bring a deeper awareness of the inner dynamics that drive our lives, explore case studies, and provide training in relevant tools for effecting change. The European Union and the United Nations have stated that vocational education and training programmes contribute to increased social stability, productivity, tolerance and peace.

## **Aim**

The conference will be an opportunity for participants to experience one of several proven IofC training models, share their own experiences and acquire important skills and tools in the areas of conflict transformation, strategies to build and sustain intercultural/intergenerational teams, strategic and inclusive leadership, or inner development and mentoring. Throughout the conference, participants will explore the 5 themes of Calling-Vocation, Character, Capabilities, Commitment and Connection-Action.

## **Conference structure and methods**

The conference is designed in a way which enables dialogue in diversity, creates space for reflection and provides empowerment and practical skills for action. The morning sessions will focus on the five conference themes and related topics and provide input for the day from both speakers and conference participants, focusing on stories of transformation and empowerment. Participants are invited to sign on for one of the six learning tracks when registering for the conference.

## Target audience

- Experts, practitioners and activists in the field of peace building, reconciliation and social integration
- Organizations at national, regional and local level such as government agencies, cultural institutions, community workers, as well as NGOs and associations which focus on intercultural dialogue, peace building and conflict transformation
- Students and young adults who wish to take responsibility for better intercultural understanding
- Teachers and educators who are working in an intercultural environment
- Individuals who want to start their own peace/development initiatives and are aware of the challenges and opportunities of a multicultural society

## Programme

Thursday, 2 August 2012

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**7h30–** Arrivals and Registration  
**15h45**

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**16h30–** **Opening Session**  
**18h15**

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**18h30–** Dinner  
**19h45**

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**20h15** Evening Programme

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Friday – Tuesday, 3–7 August 2012

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**7h30–** **Reflection and Direction**  
**8h00**

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**8h00–** Breakfast  
**8h45**

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**9h15–** **Plenary Session**  
**10h45**

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**11h00–** **Community Meeting**  
**12h15**

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**12h30–** Lunch  
**13h15**

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**14h00–** Free Time  
**15h00**

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**15h00–** **Courses in session**  
**15h45**

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**15h45–** Tea Break  
**16h30**

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**16h30–** **Courses in session**  
**18h30**

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**18h30–** Dinner  
**19h45**

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**20h15** Evening Programme

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Wednesday, 8 August 2012

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7h30- **Reflection and Direction**  
8h00

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8h00- Breakfast  
8h45

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9h15- **Plenary Session**  
10h00

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10h00- **Evaluation from Participants**  
10h45

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10h45- **Special coffee morning to close conference**  
11h15

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12h30- Lunch  
13h15

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14h00 Farewell

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Learning tracks

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### **Two learning tracks on Creators of Peace**

These learning tracks are based on the Creators of Peace (CoP) initiative, launched in 1991 at the Initiatives of Change conference centre in Caux, Switzerland by the Hon. Anna Abdallah Msekwa of Tanzania, a respected politician and leader of her country's women's organizations. In her inaugural speech, she urged everyone to 'create peace wherever we are, in our hearts, our homes, our workplace and our community. We all pretend that someone else is the stumbling block... could that someone be myself?'

CoP is now a global network of people working on different continents through Creators of Peace Circles, workshops, personal encounters, community building activities and international conferences. The Circles are a simple but effective tool to gather a diversity of women together to look at their role in the perpetration and resolution of conflict in the home and community.

Participants can join one of the two learning tracks offered during the conference

#### Course 1

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### **Creators of Peace Circle**

Transforming, empowering and engaging women in peace creation in more than 30 countries. The opportunity for deep interaction with other women across the divides of race and religion.

Limited to 14 participants.

#### Course 2

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### **Facilitating the Circle**

Training for women who have already experienced at least one full Creators of Peace Circle. Learn how draw women together, to create the space, facilitate the conversation, go deeper into the content and share in the transformation.

Limited to 20 participants.

### **Benefits**

Participants of these learning tracks will be able to learn and put into practice different techniques:

- To engage women in their role as creators of peace at every level of society
- To promote the transforming dynamic of a change of heart, starting with oneself, as a primary tool of peace creation
- To pre-empt violence and despair by addressing the roots of conflict, in and around us

- To encourage and connect existing practitioners of peace building
- To raise awareness of the moral and spiritual prerequisites for effective social action
- To build just, caring and inclusive communities for all

A learning track on

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### **Connecting Communities through Trustbuilding**

The Connecting Communities learning track offers an integrated approach to constructive community change based on the nationally and internationally recognized trust building work of Initiatives of Change and Hope in the Cities.

The Connecting Communities learning track increases the capacity of communities to overcome divisions of race, culture, economics and politics by creating a network of skilled facilitators and communicators, capable team builders, informed advocates and credible role models.

#### **Programme Highlights Include:**

- Catalysts for Change – personal skills and qualities
- Everyone at the Table – sessions exploring honest, inclusive dialogue
- Healing History – creating new narratives for our communities
- Building and Sustaining Teams – strategies for engaging all sectors

The programme offers specific tools that help leaders from diverse backgrounds address issues of critical importance to communities and work creatively together to build shared visions for reconciliation and justice. The programme uses experiential and innovative learning methods, as well as selected local, national and international scenarios that illustrate ways to achieve partnerships and to build capacity.

#### **Benefits**

Through a combination of teaching, dialogue and experiential learning participants learn to:

- Connect theory with practice, and ‘inner change’ with change in society
- Participate in ‘honest conversation’ and examine how acknowledgment and healing of painful history can be tools for reconciliation and building new partnerships
- Engage ‘hard to reach’ sectors in the process of community change through the building of diverse teams and networks

A learning track on

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### **The Heart of Effective Leadership**

This learning track is based on a well-recognised training programme being offered to senior level business managers at IofC India’s conference and training centre, Asia Plateau, for over seven years. A team of Indian and international facilitators will facilitate the course. Learning in the programme is based on sharing and reflecting upon examples and experiences. Feedback received has indicated that the learning applied by participants has made them better change-leaders in their work-settings.

There are situations everywhere crying out for change, be it in the family, the neighbourhood, in organisations, national life or international relations. The facilitators of this learning track believe that ‘inner-connectedness’ has to be at the heart of leadership for bringing about real change. Sustained ‘inner connection’ can give us a capacity for transformational compassion, a quality of life others can trust easily and inspired strategies which can bring about lasting change. This learning track is for all those who are desirous of becoming effective leaders of change. It will cover aspects like:

- Why does leadership based on fear fail in the long run?
- What is transformational leadership? Sharing examples
- How to lead individuals and teams with compassion?
- How to transform organisations? Case study sharing
- How to deal with challenges faced as a change-maker?

#### **Benefits**

By joining this learning track the participants will be able to enhance their leadership capacity in the form of:

- Creative leadership tools and action strategies for achieving results
- Inner development and effective living for transformational leadership
- Multiplying leadership through mentoring and spiritual feeding
- Team-working and networking for bringing about large-scale change
- Awareness of other factors which may impact leadership success

A learning track on

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### **Foundations for Freedom**

This learning track is based on the work that Foundations for Freedom (F4F) has carried out for over 18 years, promoting responsible leadership and enhancing social involvement of youth in the UK and Eastern Europe. Foundations for Freedom is an international NGO registered in Ukraine. It aims to foster the development of democratic and just societies, with a focus on honesty and personal responsibility.

This learning track is designed to introduce a set of tools and skills that will assist participants to tackle the needs in their countries starting by a change in their own attitudes and lives. Questions addressed include:

- What are the most important challenges facing your country at the moment?
- What is something you'd like to address in your locality as a team?
- What have you tried to do about it? Have you succeeded? If not, what have been some of the challenges for your work?
- How can a network of young and active people address some of the most important struggles of a region?

### **Benefits**

This learning track gives an opportunity for young people to reflect on questions of active citizenship, models of participation and to develop concrete strategies to actively influence social change in their environment. Beyond an inter-cultural encounter, the workshop also offers practical life-skills training, like development of self-confidence, self-understanding and gives societal insights. Participants will be able to improve their leadership by:

- Learning how to define commonly shared matters of concern (both, individually and as a team) in their societies and see how F4F methodologies can help address them
- Define and use the concepts of change, calling and vision to direct the work of a team or an individual towards positive social change
- Explore the foundations of personal and collective responsibility and acquire the skills to promote a more just and inclusive society.
- Enhance social involvement of youth in communities
- Develop mutual understanding and cooperation between various ethnic and social groups
- Establish honest and transparent relations between citizens and governmental structures; improve facilitation skills for groups

A learning track on

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### **Life Matters Course**

Over 15 years, the Life Matters Course has built a network of young change-makers across Asia and the Pacific. The learning offered during the conference is based on the experience of this course for young adults that aims:

- To develop skills and character strengths for those who want a part in changing today's society
- To expand our worldview and our ability to respond to people and situations that are different
- To help each person discover their own distinctive purpose

The Life Matters learning track gives a chance for participants to look at their lives and to develop new skills for living. The programme is varied and interactive. The relationship between the values we choose and the way people live is an essential a focus of this learning track.

### **Benefits**

By joining this learning track, participants will be able to understand better some of the following concepts and tools:

- Active listening – to others and to their conscience, for meaning and direction
- Making conflict resolution and reconciliation practical
- Problem solving through moral change and spiritual empowerment
- Creative community building and teamwork
- Getting to the root of some national issues
- Discerning the moral values needed in the task of creating a world that works
- Learning how an individual can make a difference

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## Renewal Arts

A track led by members of the international Renewal Arts network which will explore how the arts can contribute to peacemaking and community building through creative workshops and conversation: details to be confirmed.

Parallel events, August 3–7, 2012

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## Institute for Conflict Transformation and Peacebuilding (ICP) – Summer Academy.

Running concurrently with the main conference, ICP will offer its Summer Academy. The Institute for Conflict Transformation and Peacebuilding (ICP) is an independent and non-partisan non-governmental organization based in Switzerland. It is engaged in conflict transformation and peace-building in the public and private sector. This will be the second year it holds its Summer Academy at Caux.

## Practicalities and other useful information

### More than ‘just a conference’

Most bedrooms have a bathroom or shower and two beds, so participants may be asked to share rooms. Please indicate if you particularly require a single room. The rooms can be reached directly by phone and have no radio or TV. Internet is available for a small fee and parts of the building are equipped with wireless internet access.

In the mountains at Caux, the weather can be quite chilly; you may want to bring some warm clothes.

Caux is 90 minutes by car or train from Geneva. Trains (change in Montreux) run from Geneva Airport every half hour. For exact departure times, consult: [www.rail.ch](http://www.rail.ch).

Families are welcome, and there will be a children’s programme for ages 3–12 during conference hours.

Participants are invited to join community discussion groups of between 12 and 20 people which are both interactive discussion groups and teams which participate in the practical tasks of the house like dining room service, cooking, preparing vegetables, wash-up ... This is a distinctive feature of Caux which is usually welcomed and valued by the participants. At the same time, it allows us to keep the conference fees at quite a low level compared to usual Swiss rates.

### Fees

The conference fees cover full board, accommodation in a single or double room in the conference centre and full participation in the conference as well as the administrative fees.

**Per person per night** **CHF 92.–**

without contribution to the maintenance costs of the centre.

**Per person per night** **CHF 132.–**

including a voluntary contribution to the maintenance costs of the conference centre.

Contributions above CHF 132.– help pay for the stay of students, families, and others who lack enough means to cover the cost of their stay.

**Children up to 5 years** **free**

**Children from 6 to 15 years** **CHF 46.–**

**Young people (16 to 23 years), Students** **CHF 55.–**

Day visitors (without accommodation and breakfast)

**Per person per day** **CHF 55.–**

**Young people (16 to 23 years), Students** **CHF 40.–**

Please make your payment before or within 24 hours of your arrival at Caux. Payments in advance can be made to:

Foundation CAUX-Initiatives of Change, CH-6002 Lucerne:

Postfinance Account: 60-12000-4

Bank Account (CHF): Credit Suisse, Lucerne:

249270-61-5 IBAN CH38 0483 5024 9270 6100 5

Swift code CRESCHZZ80A

To pay in advance by credit card: [www.caux.ch/en/2012-fees](http://www.caux.ch/en/2012-fees)

In Caux, payments can be made with all usual credit and debit cards or cash in Swiss Francs, Euros and US\$, as well as with traveller's or bank cheques.

### **The Conference Centre**

Looking out over Lake Geneva from an altitude of 1000 metres, the Caux centre can accommodate up to 450 people. Formerly the Caux-Palace Hotel, in 1946 it became an international conference centre.

### **Registration**

Register online at [www.caux.ch/en/register](http://www.caux.ch/en/register), or by mail using the registration form which can be downloaded or is available on request from the conference secretariat (+41 41 310 12 61).

### **IofC at Caux**

Initiatives of Change (IofC) is a diverse, global network building trust across the world's divides. It is comprised of people of many cultures, beliefs and backgrounds committed to transforming society through changes in individuals and relationships, starting in their own lives.

Caux is one of its main conference centres. Since 1946, it has mainly been involved in post-World War II reconciliation, the decolonization process, industrial, racial and inter-religious relations and recently increasingly in conflict prevention and aspects of Human Security.

The International Caux Conferences aim to:

- unlock potential for **personal change**, by providing **space for reflection**
- build trust for **relationship change**, by providing space for **dialogue in diversity**
- enable partnerships for **global change**, by **empowering people for action**

The conferences are organized by CAUX-Initiatives of Change in collaboration with Initiatives of Change International.

CAUX-Initiatives of Change is a charitable Swiss Foundation. It is a member of Initiatives of Change International. [www.caux.ch](http://www.caux.ch)

Initiatives of Change International is a non-governmental organization with Special Consultative Status with the Economic and Social Council of the UN (ECOSOC) and Participatory Status at the Council of Europe. It is the federating body bringing together the national bodies of Initiatives of Change, which are active in 39 countries. [www.iofc.org](http://www.iofc.org)



**Contact us**

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