



PROPEACEKENYA

Project for the Promotion of Peace and Cohesion in Kenya
by Preventing and Mitigating Electoral Conflicts

CONCEPT NOTE

*Activity: Leadership and Conflict Management for Electoral Stakeholders (LEAD) Training
In collaboration with the Italian Carabinieri*

14th – 18th November 2022

Weston Hotel

Nairobi



European Union



1. Introduction

The PRO PEACE Kenya project aims at promoting peace and cohesion in Kenya by preventing and mitigating electoral conflicts "Uchaguzi Bila Noma 2022". Its activities include concrete ways to strengthen peace and conflict prevention within the framework of NCIC's Road Map for peaceful 2022 elections. The Project activities are designed and implemented to support the "NCIC Road Map of Peaceful Elections 2022", considering the various experiences of partners working together to promote peace and cohesion to prevent and mitigate conflict and electoral violence in Africa and to build trust, inclusion, cohesion and political space.

In line with the first specific objective of the project, this training aims to strengthen the leadership skill of NCIC, IEBC, ORPP and PPLC.

The overall objective of the project PRO-PEACE Kenya is to promote peace, cohesion, and political dialogue and prevent, mitigate, and manage conflicts and election-related violence ahead of the new electoral cycle in Kenya in partnership with National Cohesion and Integration Commission (NCIC), through support and collaboration with other state and non-state actors.

The specific objectives are distilled into four main strands, namely:

- I. **Specific objective 1:** To strengthen capacities of peace, cohesion, and electoral stakeholders to prevent conflicts and electoral related violence at the local county and national levels
- II. **Specific objective 2:** To Strengthen conflict resolution and peace infrastructures that effectively resolve conflicts and curb electoral related violence
- III. **Specific objective 3:** To increase understanding, tolerance, trust, and peaceful co-existence among Kenyans
- IV. **Specific objective 4:** To Reduce incidences of electoral violence, hate speech, ethnic contempt in social media and public spaces

This training is conducted in partnership with the Italian Carabinieri.

The Carabinieri Corps is an armed Force permanently enforcing public security. It fully contributes to the "external defense" and "external security" systems of Italy. As an armed force, the organization participates in international peacekeeping and security missions and carries out military police functions within the Italian armed forces. As a police force, the Corps carries out all activities to maintain public order and security, territorial control, public order services, protection of community interests. In the case of public disasters, the Carabinieri guarantee order and security services and rescuing activities, as a national civil protection operative structure. The civil protection tasks, in the event of disasters, are carried out in coordination with the Department of Civil Protection within the Presidency of the Council of Ministers.

Moreover, The Carabinieri plays a major role in guaranteeing the security of elections in Italy, at presidential, parliamentary, regional and municipal level...

2. Objectives of the training

Leadership and Conflict Management Skills for Electoral Stakeholders (LEAD) training combines all the leadership concepts with the electoral cycle especially when it comes to the prevention and the mitigation of violence and electoral conflicts.

The objective of this training is to strengthen the capacities of the stakeholder (NCIC, IEBC, ORPP and PPLC) in term of securing the electoral process.

The Italian Carabinieri trainers will share their experience in all aspects related to securing electoral processes and carrying out all interventions related to elections and security with respect to human rights.

A lead training is also a platform for a constructive dialogue among stakeholders. Using the main tools of lead concept such as panorama of values, social identity, degree of candor. It will allow all the stakeholders to better know each other, to better understand each other in order to build bridges/It's in the aim of building a common understanding of the all majeure systems and mechanisms to prevent conflicts

Lead is a learning tool used to strengthen the management and leadership abilities of electoral stakeholders and improve their conflict management skills while giving them the necessary resources and skills to replicate the key training contents in their own formal and informal networks, thereby enhancing sustainability. The LEAD program is built around the core values of inclusiveness and the value of exchanging specific experience and knowledge between electoral stakeholders. LEAD is a flexible learning tool that is customized according to the specific context and target group. It provides participants with the resources and skills needed to replicate the training and thus guaranteeing its sustainability.

Specific objectives include: -

- Strengthen the leadership capacities of the NCIC, IEBC, ORPP and PPLC
- Strengthen the leadership collaboration between ECES, NCIC, IEBC, ORPP and PPLC
- Strengthen the capacities of the stakeholder (NCIC, IEBC, ORPP and PPLC) in term of securing the electoral process.
- Introduction to the principles of humanitarian law, the human rights of women and children and their respect during different security interventions, in particular in the context of election security
- To be acquainted and use the tools of leadership in electoral processes and their applications within the electoral cycle

3. Methodology

The training will be delivered by the **Carabinieri trainers** and ECES experts and will be customized for a duration of five days.

In addition to building the long-term leadership capacity of electoral stakeholders, this LEAD training programme aims to equip electoral stakeholders with skills to secure the electoral process.

It contributes to increase participants' confidence, providing them with expertise in decision-making and extensive insights into securing elections and conflict management throughout the electoral cycle. This program was developed through the collaboration and synergies between the European Center for Electoral Support (ECES) and the Italian carabinieri.

The LEAD program is built around the core values of inclusiveness and the exchange of specific experience and knowledge between electoral stakeholders. LEAD is designed for representatives of Electoral Management Bodies, civil society, NGOs, political parties, bodies entrusted with electoral justice, academics, security forces, the media and media regulatory bodies.

LEAD is not only ground-breaking in terms of its contents; it employs cutting-edge learning tools to maximize sustainable appropriation. All trainings are focused on the participants and their collective learning needs, employing innovative techniques in adult education. Case studies, comparative examples, group work and role-plays. LEAD also incorporates relevant audiovisual materials, including the Sundance Film Festival nominee "An African Election" (nominated for the Grand Jury prize), directed by Jarreth Mertz. It's fascinating depiction of the Ghanaian elections in 2008, with

rising electoral tension and powerful displays of how leadership skills can be applied to electoral conflict management and prevention, is one of the pillars, which sustains all LEAD trainings.

4. The LEAD Certification System

The LEAD Cascade program includes a three-tier certification system, as depicted below, promoting participants' and trainers' appropriation of contents. All LEAD trainings are supervised by a Certified Facilitator to guarantee the highest standards in terms of contents and delivery; and partly delivered by an ever-expanding pool of semi-certified and certified trainers.

5. Sustainability

The LEAD cascade training program is inspired by one key objective, the sustainability of all knowledge transfers. To this end, the program focuses on the appropriation of its contents through the implementation of a comprehensive training cycle, which includes different stages of certification.

The rationale behind the LEAD system lies in a commitment to the long-term strengthening of capacities.

6. Language

The conference will be held in English. Co-facilitation and Contextualization will be provided by the training team.

AGENDA LEAD TRAINING 5 Days

LEADERSHIP AND CONFLICT MANAGEMENT SKILLS FOR ELECTORAL STAKEHOLDERS			
DAY 1 INTRODUCTION/ COORDINATION AND PREPARATION OF THE TRAINING			
Start	Duration	End	Activity
09:00	00:30	09:30	Opening remarks
09:30	00:30	10:00	Introduction of the participants and presentation of an overview of the ProPeace project and its objectives
10:00	00:30	10:30	Presentation of the draft Agenda/ Sessions and activities
10:30	00:15	10:45	Tea break
10:45	01:30	12:15	Review of the agenda and allocation of facilitators' roles
12:15	01:30	01:45	Lunch
01:45	01:15	15:00	Finalizing the agenda
15:00	00:30	15:30	Recommendations
15:30	00:30	16:00	Closing of the session

LEADERSHIP AND CONFLICT MANAGEMENT SKILLS FOR ELECTORAL STAKEHOLDERS

DAY 2 | INTRODUCTION TO LEADERSHIP IN ELECTORAL PROCESSES THE HUMANITARIAN LAW/ THE MAIN HUMAN RIGHTS

Start	Duration	End	Activity
08:30	00:30	09:00	Registration of participants
09:00	00:30	09:30	Opening ceremony/ Introduction of participants and facilitators and expectations
09:30	00:20	09:50	Agenda, logistics, code of conduct
09:50	00:20	10:10	Introduction of the Carabinieri/ Organization/Role and missions
10:10	00:20	10:30	Objectives of the training
10:30	00:20	10:50	Coffee break & group photo
10:50	00:30	11:10	Where does leadership come from? What makes a good leader?
11:10	00:50	12:00	The key concepts of the LEAD Mental models/ Types of leadership Social identity/ Emotional Intelligence
12:00	01:00	13:00	The 4 principles to anticipate fragilities in electoral processes and to strengthen electoral integrity: 2) Coordination of actions and strategies between stakeholders; 3) International and regional legal instruments; 4) Inclusiveness and transparency of the electoral processes
13:00	01:00	14:00	Lunch
14:00	01:00	15:00	General principles of the humanitarian law
15:00	00:45	15:45	The main human rights
15:45	00:15	16:00	Tea break
16:00	00:30	16:30	Index of action Gradual use of strength
16:30	00:15	16:45	Index of action Gradual use of strength
16:45	00:15	17:00	Questions and Evaluation

LEADERSHIP AND CONFLICT MANAGEMENT SKILLS FOR ELECTORAL STAKEHOLDERS

DAY 3 | WOMEN AND CHILDREN' HUMAN RIGHTS/ PUBLIC ORDER MANAGEMENT OF CROWDS

Start	Duration	End	Activity
09:00	00:15	09:15	Icebreaker & Recall of activities of previous day
09:15	1:45	11:00	Women and children' human rights
11:00	00:15	11:15	Coffee break
11:15	0:45	12:00	Public order Management of crowds
12:00	01:00	13:00	Public order Management of crowds
13:00	01:00	14:00	Lunch
14:00	00:45	14:45	Victims' human rights
14:45	00:45	15:30	Victims' human rights
15:30	00:15	15:45	Tea break
15:45	00:45	16:30	Police violations of human rights
16:30	00:30	17:00	Questions and Evaluation

LEADERSHIP AND CONFLICT MANAGEMENT SKILLS FOR ELECTORAL STAKEHOLDERS

DAY 4 | TECHNIQUES OF INTERVENTION/ CONFRONTATION AND EXCHANGE OF EXPERIENCES

Start	Duration	End	Activity
09:00	00:15	09:15	Icebreaker & Recall of activities of previous day
09:15	1:45	11:00	Techniques of intervention on a subject in impaired psycho-physical conditions
11:00	00:15	11:15	Coffee break
11:15	0:45	12:00	Securing the polling stations
12:00	01:00	13:00	Securing the polling stations
13:00	01:00	14:00	Lunch
14:00	00:45	14:45	Confrontation and exchange of experiences

14:45	00:45	15:30	Closing remarks and recommendation
15:30	00:15	15:45	Tea break
15:45	00:45	16:30	Question and Evaluation/ Hand over of the certificates

LEADERSHIP AND CONFLICT MANAGEMENT SKILLS FOR ELECTORAL STAKEHOLDERS

DAY 5 | DEBRIEFING

Start	Duration	End	Activity
09:00	00:30	09:30	Registration of participants
09:30	1:30	11:00	Recap of the three days training
11:00	00:15	11:15	Tea break
11:15	01:00	12:15	Challenges/ Recommendation
12:00	01:30	01:30	Lunch