



**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 of Trainers (TOT)*

**6<sup>th</sup> – 10<sup>th</sup> June 2022**



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 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

## 2. Objectives of the LEAD ToT

**Leadership and Conflict Management Skills for Electoral Stakeholders (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.

It is against this background that a **LEAD Training of Trainers (TOT)** for electoral stakeholders is being organized from **Monday 6<sup>th</sup> to Friday 10<sup>th</sup> June 2022** as a way of building a pool of local LEAD trainers. The overall objective of the five-day LEAD workshop is to look into ways in which representatives of electoral stakeholders (namely representatives of Electoral Management Bodies - EMBs), Non-Governmental Organizations, Political Parties, Academics and Practitioners can improve their leadership skills and take on board means for preventing and/or mitigating the escalation of electoral violence and conflict throughout the respective electoral cycle.

### Specific objectives include: -

- Strengthen the leadership capacities of electoral stakeholders
- Increase the level of confidence and self-awareness of electoral stakeholders
- Provide electoral stakeholders with the necessary tools for decision making and for electoral conflict management throughout the electoral cycle
- To analyze the applications of leadership within the electoral cycle
- Be acquainted and use the tools of leadership in electoral processes
- Recognise the impact of conflict on electoral processes
- Analyse and prepare strategies for electoral conflict management

### 3. Participants

**The number of participants will be limited to 35 people in total.** Participants may be drawn from the following:

- Representatives from Civil Society Organizations who work on electoral issues and have an existing skillset for facilitation, training, and coaching.
- Representatives from the Training and Development community in Kenya with a proven track-record for quality facilitation, training, and coaching with an interest in expanding their focus on electoral issues.
- Representatives from Government agencies working in elections and electoral issues.
- Representatives from Political parties.

*NOTE: Time commitment from participants will be a key factor in final selection. This training will prepare a cohort of Kenyan local trainers to then source in a cascade LEAD training at regional level.*

### 4. Methodology

Invitations to the training of trainers event will be issued by ECES and the NCIC. The two organisations will work closely to review the following selection criteria to ensure fit and readiness amongst participants.

**LEAD, the pioneering training program in Leadership and conflict management for electoral stakeholders** strengthens the long-term leadership capacities of electoral stakeholders. It contributes to increase participants' confidence, providing them with expertise in decision-making and extensive insights into conflict management throughout the electoral cycle. The program was initially developed through the close collaboration and synergies between the European Center for Electoral Support (ECES, [www.eces.eu](http://www.eces.eu)), and the Center for Creative Leadership (CCL).

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.

The Lead program is structured around a five-day Training of Trainers course and a Cascade three-day course to get full certified. The course includes sessions on -the applications of leadership skills to electoral processes, the electoral cycle and its potential weaknesses, Causes and types of Electoral conflicts and violence, leading principles behind conflict management, the application of leadership skills in the prevention of electoral crises, Individual and organizational leadership and Mediation and conflict prevention and the core values of leadership, tolerance and development. All course contents and tools are provided to the trainers as a digital "key in hand" kit, including facilitator

notes, participant's handbooks, Power Point presentations for every session, audiovisual resources, handouts, exercises.

All LEAD Trainings begin with a customization phase which ensures that the course and contents are specifically adapted to its future beneficiaries and to the context in which it will be carried out. At this stage, the facilitators will review the facilitators' notes to include materials and examples that will be most effective in terms of the participants' background and existing electoral knowledge as well as their needs and expectations. It is at this stage that the training agenda will be adjusted to the available timeframe and local customs.

## 5. The LEAD Certification System

The LEAD program includes a three-tier certification system, as depicted below, promoting participants' and trainers' appropriation of contents. All LEAD trainings are supervised by a Certifying 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.

## 6. Sustainability

The LEAD 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. The creation of a pool of LEAD trainers, will ensure that they themselves have the capacity to train other future participants in an autonomous manner.

## 7. Language

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

Thank you