

Training on Nonviolent Communication, NVC 23 – 27 May 2007, Tirana, Albania

GENERAL AIMS OF THE TRAINING

- Exploring the principles and practicing the skills that facilitate the flow of effective communication;
- Presenting effective methods to address and resolve differences and manage conflicts peacefully
- Practicing clear and simple tools of NVC for acknowledging and overcoming negative thinking patterns and reaching win-win situations
 - Practicing empathic understanding of others without compromising ourselves
- Expressing our thoughts, feelings, needs and requests with the power of honesty and a willingness to contribute to everyone's well-being.

PRACTICAL TRAINING AIMS

- Combining practical, experiential and theoretical knowledge; exploring paradigm shift from traditional ways of communication into new ways of communication;
- Generating real live situations, preparing participants for situations they are likely to encounter in their life; aiming at practical modelling of “how do I do it?”
- Creating a space in which everyone takes an active part; receiving concrete feedback and support in acquiring the meaning and tools of Nonviolent Communication;
- Returning to our highest learning capacity through openness, curiosity, wonder, connection to ourselves and others.

PROGRAM OUTLINE

23 May 2007

Arrival and accommodation.

24 May 2007

Daily topic: NVC as a Method for Effective Communication

How can we resolve conflicts? How can we transform differences of interest, explore and realize common interest, and achieve win-win solutions? How can we create an environment where mutual acceptance and cooperation prevails?

09:00 – 11:00	<p>Welcome</p> <p>Introduction into the program, aims, dynamics and the flow of the training;</p> <p>Introduction into the NVC, Nonviolent Communication through personal</p> <ul style="list-style-type: none"> - observation v. judgment (1) - feelings v. thoughts (2) - needs v. strategies (3) - requests v. demands (4) - applying the above four steps as a unit (5) <ol style="list-style-type: none"> 1. Becoming aware of the significance of nonjudgmental <u>observations</u>, (v. interpretations) and applying them; 2. Differentiating between <u>feelings</u> and thoughts; acquiring a basic,
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	<p>active vocabulary expressing responsibility for emotions;</p> <p>3. Rather than pointing at some action as the cause of feelings (and using a situation for moral judgment and manipulation) recognizing the significance of <i>needs</i> (desired life qualities and values, e.g. peace, connection, trust, respect, autonomy, etc.) as the deeper causes of emotions, and acquiring an active vocabulary to express those needs. Realizing the significance of needs as uplifting life-quality and vision rather than some kind of deficit; Becoming aware, that even in difficult situations it is worth expressing our feelings and needs – honestly, without blame and judgment;</p> <p>4. Recognizing the difference between <i>request</i> and demand; and expressing our requests effectively – in a positive, here-and-now, do-able way;</p> <p>5. Gaining a basic experience of thinking and communicating in the above structure of <i>observation-feeling-need-request</i>;</p>
11:00 – 11:20	Coffee/ tea break
11:20 – 13:00	Using the 4 steps of NVC as a unit: <ul style="list-style-type: none"> 1. Making here-and-now Observations, 2. Raising awareness and inner balance through observing Feelings 3. and Needs 4. Making a constructive Request or Offer; 5. Giving feedback; creating a meaningful connection on the basis of using the above four steps as a unit
13:00 – 14:00	Lunch break
14:00 – 15:30	Managing the dynamics of self-expression and empathy (personal stories + feedback)
15:30 – 15:50	Coffee/ tea break
15:50 – 18:00	Managing the dynamics of self-expression and empathy (personal stories + feedback)
19:00	Cultural program and dinner

25 May 2007

Daily topic: NVC as a Method for Conflict resolution

What patterns of thinking lead to hostility, anger, hatred and conflicts? How can these patterns be resolved? How can we transform potential conflicts into peaceful dialogues and cooperation? How does empathy and honesty become a powerful resources? How can NVC be used in mediation?

09:00 – 11:00	Recognizing the different forms of everyday violence (i.e. punishment, gratification, manipulation, judgments, expectations, fight-and-flight reactions, etc.); and their effects in our own lives;
11:00 – 11:20	Coffee/ tea break
11:20 – 13:00	Exploring the significance of inner communication with ourselves; positive self-talk; building a self-confidence “bank account”; becoming centered through self-awareness;
13:00 – 14:00	Lunch break
14:00 – 15:30	Transforming hostile emotions into honesty and compassion; changing our relationship to conflicts; protecting ourselves from feeling hurt or wounded in stressful situations; becoming aware of the effects of empathic feedback and honesty
15:30 – 15:50	Coffee/ tea break
15:50 – 17:30	Developing the capacity to maintain the flow of communication with

	empathy and life supporting honesty
17:30	Sightseeing in Tirana and Dinner

26 May 2007, NVC in the Classroom

How can we use NVC in our community? How can we approach students compassionately? How can we teach in a compassionate way?

09:00 – 11:00	Realizing that a regular routine of recharging themselves (e.g. through relaxation, silence, diary writing, creative activities, etc.) is the basis of being able to regain harmony and generate transformation in difficult situations;
11:00 – 11:20	Coffee/ tea break
11:20 – 13:00	Raising our ability to listen and provide feedback to the other person's feelings and needs, and aim at empathic connection even when it seems challenging; "reading" nonverbal communication signals (that of our own and others)
13:00 – 14:00	Lunch break
14:00 – 15:30	Becoming aware, that (1) the most powerful and healing tool of NVC is gratitude (2) the primary aim of NVC is not to attain expected results, but to create connection, and work towards a vantage point where joint solution can be worked out.
15:30 – 15:50	Coffee/ tea break
15:50 – 18:00	Harvest and celebration:anchoring our learning through expressing gratitude; and giving feedback
19:00	Good bye party ☺

27 May 2007

Departure of the participants

**Facilitator of the event will be Ms. Hava Eva Jonai, certified trainer of Nonviolent Communication since 2000 and founder of SEAL–Hungary (Society for Effective, Affective Learning).
(www.cnvc.org; www.emk.hu)**