

# Cornelia Brinkmann M.A.

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## Profile

Peace Policy Consultant in the fields of peacebuilding, peaceful conflict management and crisis prevention with long-term practical experience in cooperation with German and international non-governmental organisations (NGOs) and governmental organisations.

### Fields of experience

- Sector specific expertise in civil society, conflict management, formal and non-formal education, human rights, intercultural education, mediation, peace education, technical and vocational education training
- Peace potential and conflict analysis, Do No Harm Analysis (DNH), Peace and Conflict Assessment (PCA), Reflecting on Peace Practice (RPP)
- Organisational development, project management, institution building in NGOs
- Consultations in peace and conflict sensitivity for the development of concepts and programs
- Consultations for the implementation of peace- and conflict-sensitive projects and activities
- Development of customised training concepts and trainings in the above mentioned working fields
- Backstopping for staff in the respective offices
- Peace promoting and conflict-sensitive expert reports, monitoring and evaluation

## PERSONAL INFORMATION

Date of birth: 15 August 1957, German citizen  
Languages: German, English

## EXPERIENCE ABROAD

Afghanistan, Bosnia, Croatia, Egypt, Ghana, India, Israel, Japan, Kosovo, Macedonia, Pakistan, Senegal, Slovakia, South Africa, Thailand, USA, Yemen

## PROFESSIONAL EXPERIENCE

since March 2010 **Director**  
**Steps for Peace – Institute for Peacebuilding**  
[www.steps-for-peace.org](http://www.steps-for-peace.org)

since March 2002 **Peace policy consultant**  
Consulting, project implementation, training, monitoring and evaluation  
For more details please see: selected projects

- 2001 – 2002      **Coordinator of project *zivik***  
 A pilot project on crisis prevention and conflict transformation commissioned by the German Foreign Office  
 Responsibilities included consulting assignments with the German Foreign Office and NGOs, peace and conflict related NGO proposal evaluation  
 Institute for Foreign Cultural Relations, *zivik* Project, Berlin, Germany
- 2000 –2001      **Peace policy consultant**  
 Consulting, project implementation, training, monitoring and evaluation  
 For more details please see: selected projects
- 1992 - 2000      **Coordinator for educational policy and youth policy**  
 Conceptualisation, implementation and documentation of events  
 Preparation of the foundation as an apprenticeship company  
 Heinrich Boell Foundation, Berlin, Germany
- Coordinator for political education in democratisation, human rights, civil conflict resolution, violence prevention and mediation**  
 Responsibilities included project management, consultation, event coordination and project cooperation with external partners (NGOs)  
 Heinrich Boell Foundation, Cologne, Germany
- 1991              **Sales assistant**  
 Sales and reception of outdoor equipment  
 Steppenwolf Trekking Company, Bonn, Germany
- 1988 –1990      **Manager of finance and personnel**  
 International Voluntary Youth Services, Bonn, Germany  
 Member of Coordinating Committee for UNESCO International Voluntary Service
- 1985 –1987      **Administrative assistant**  
 Accounting, project management, fundraising, and advocacy  
 Baby Food Action Group, Göttingen, Germany  
 Member of International Baby Food Action Network, IBFAN
- 1980              **Administrative assistant with social work responsibilities**  
 Martin-Luther-Haus (a children’s home), Nuremberg, Germany

### **EDUCATIONAL SCIENCE STUDY**

- 1981 - 1986      Georg-August University, Göttingen, Germany  
 Master of Arts in Education, Child and Youth Psychiatry and Sociology  
 Master’s Thesis: “Peace education for young adults”
- 1980 - 1981      University of Erlangen-Nuremberg, Germany

### **VOCATIONAL TRAINING IN BUSINESS ADMINISTRATION**

- 1991              Business Instructor, Chamber of Commerce, Bonn, Germany
- 1978 - 1980      Hotel Management and Gastronomy, Germany

**SELECTED PROJECTS**

- 2015            **Conflict sensitive education in a fragile context**  
Documentation of lessons learned  
giz Sector Programme Education, Pakistan
- 2015            **Peace and conflict assessment of the Technical and Vocational Education Training (TVET) Reform Support Programme in Pakistan**  
giz TVET RSP, Pakistan
- 2014 - 2015    **Learning for a better future - Education and Vocational Education and Training in fragile and conflict affected countries**  
*Study: Peace and conflict assessments of the education sector*  
giz Sector Programme Basic Education and Technical and Vocational Education
- 2014            **Peace and conflict assessment of the Basic and Secondary Education Programme**  
Mazar-e-Sharif and Taloqan  
giz Basic and Secondary Education Program for Afghanistan (BEPA), Afghanistan
- 2014            **Managing difficulties**  
Training in conflict management for university lecturers of different Egyptian Universities in Cairo  
DAAD Cairo Academy, Egypt
- 2014            **Building peace**  
Simulation for students of the international Master Programme *Intercultural Conflict Management*  
Alice Salomon University, Berlin, Germany
- 2014            **Lessons learned from 10 years German Action Plan *Civilian Crisis Prevention, Conflict Resolution and Post-Conflict Peace-Building – how further?***  
Expert contribution  
German Parliament (Deutscher Bundestag), Sub-committee Civilian Crisis Prevention, Conflict Resolution and Networked Security, Berlin, Germany
- 2014            **Promotion and development of civil society in Afghanistan**  
Study  
VENRO - Umbrella organisation of development and humanitarian-aid non-governmental organisations in Germany, Berlin, Germany
- 2013            **Peace and conflict assessment (PCA) of the education sector in Afghanistan**  
Kabul and Mazar-e-Sharif  
giz Sector Programmes Basic Education and Vocational Education and Training (TVET)
- since 2012    **Berghof Foundation**  
Member of the Board of Trustees, Berlin, voluntary
- 2011            **Peace Counts on Tour**  
Trainer for lecturers and trainer in Teacher Training Centres in Kunduz, Mazar, Sar-e-Pul, Taloqan, Fayzabad and Kabul University  
giz Basic Education Afghanistan, Kabul and Institute for Peace Education Tübingen
- 2011            **Peace building and conflict resolution – Training of Trainers**  
Trainer for advanced facilitators working with District Development Councils in Fayzabad, Taloqan and Takhar  
Aga Khan Foundation Kabul and ACTED, Afghanistan

- since 2010      **Designing trainings for peacebuilding**  
 Conceptualisation and training  
*Steps for Peace*, Berlin, Germany
- since 2010      **Building peace by managing change**  
 Conceptualisation and training  
*Steps for Peace*, Berlin, Germany
- since 2010      **Peace education as contribution to conflict transformation**  
 Conceptualisation and training  
*Steps for Peace*, Berlin, Germany
- 2010            **National Congress „Streitkultur 2010“, Bundesverband Mediation Berlin**  
 Advisory board member and project team leader  
 Congress of the Federal Association for Mediation, Berlin, Germany
- since 2009      **Berghof Peace Education (former Institute for Peace Education Tübingen)**  
 Member of the board of directors, voluntary
- 2009            **Gender and change management - Training of trainers programme**  
 Concept of a long-term training for Afghan trainers working in Afghan ministries,  
 project and process facilitation to develop training manuals  
 Gender Mainstreaming Project of GTZ Afghanistan
- 2008            **Set-up and development of an Afghan women's rights organisation**  
 Project evaluation  
 Medica Mondiale Afghanistan, Kabul, Afghanistan
- 2008            **Advanced training for senior peacebuilding trainers in Afghanistan**  
 Fact finding mission to Afghanistan for a long-term training: concept, evaluation of  
 former training participants, preparation  
 Institute for Peace Education Tübingen, Germany
- 2007            **Empowering Afghan Women: Provision of direct medical and psychosocial services,  
 training and awareness raising**  
 Project evaluation  
 Medica Mondiale Afghanistan, Kabul, Afghanistan
- since 2006      **Afghanistan events**  
 Trainer, lecturer, expert and political advisor for political parties, churches, schools,  
 governmental and non-governmental organisations, e.g. German Armed Forces'  
 Institute for Social Research, German Federal Association for Mediation, Protestant and  
 Lutheran Regional Church, Hanover, Ecumenical work group, Magdeburg, Stiftung  
 Wissenschaft und Politik
- 2006 - 2009    **Training for Peace Administration and Controlling of Civil Peace Service-Projects:  
 Know-how and tools for everyday peace work**  
 Training in German and English  
 Academy for Conflict Transformation, Bonn, Germany
- 2006            **Conflict consultant for the region Kunduz, Afghanistan**  
 Consulting, training, project planning  
 German Development Service (DED) Afghanistan

- 2004 – 2005      **Governance and peacebuilding project in Afghanistan**  
 Conflict assessment, consultation, training of national staff, developing a training manual for peacebuilding in English and Dari  
 Conflict consultant for DED with the partner organisations Oxfam and Afghanaid, Afghanistan
- 2004              **Peace and conflict-sensitive monitoring system**  
 Expert report and consultation  
 Friedrich Ebert Foundation, Berlin, Germany
- 2003              **Crisis prevention and conflict resolution in the development cooperation**  
 Training for staff of GTZ and DED in Sanaa, Yemen  
 GTZ – Sector Program Crisis Prevention and Conflict Transformation, Eschborn, Germany
- 2003              **„Peace needs society! Civilian entry points in the field of civil conflict resolution - a survey“,** the contribution of civil society to the Action Plan of the German Government *Civilian Crisis Prevention, Conflict Resolution and Post-Conflict Peace-Building* Concept, project coordination, survey, article  
 Platform for Peaceful Conflict Management, Germany
- 2002 – 2004      **Peace policy assessment and proposal for decisions of projects**  
 Institute for Cultural Relations - *zivik* funding programme, Berlin, Germany
- 2002              **Election observer in Mitrovica, Kosovo**  
 Election observation mission for the European Commission
- 2002              **Peace Counts**  
 Conceptual consulting, voluntary  
 Project for peace journalism by Michael Gleich
- 2002              **Nonviolent Peaceforce**  
 Conceptual consultation, voluntary
- 2001              **International NGO conference on Myanmar**  
 Bangkok, Thailand
- 2000              **Civil conflict resolution and crisis prevention**  
 Concept and workshop for directors of the Heinrich Boell Foundation's international offices in Johannesburg, South Africa  
 Heinrich Boell Foundation, Berlin, Germany
- 1999, 2000,  
 2002, 2004, 2005      **Local elections, federal state elections and European elections**  
 Head of election offices  
 Municipality Bonn and district authority Berlin Steglitz-Zehlendorf
- 1999 - 2001      **Mediation**  
 Workshops for scholarship holders of the Heinrich Boell Foundation  
 Heinrich Boell Foundation, Berlin, Germany
- 1998              **Extremely violent: challenges for formal educational institutions and policies**  
 Conception, organisation, and documentation of an expert meeting  
 Heinrich Boell Foundation, Berlin, Germany

- 1996 – 2000      **Forum Civil Peace Service**  
 Founder and member of the board of directors, from 1999 responsible for the establishment of the forum's south eastern Europe project, voluntary Forum Civil Peace Service, Bonn, Germany
- 1996              **Expert conference *Mediation***  
 Conception, organisation, and documentation of an expert meeting  
 Heinrich Boell Foundation, Cologne, Germany
- 1995              **Civil conflict resolution and the prevention of violence: How civil society actors help to implement the Agenda for Peace**  
 Conception, organisation, and documentation of the expert meeting  
 Heinrich Boell Foundation, Cologne, Germany
- 1993              **Pedagogic concepts for nonviolent and creative conflict resolution**  
 Conception, organisation, and documentation of the expert meeting  
 Heinrich Boell Foundation, Cologne, Germany
- 1983 - 1988      **Trainings for persons doing alternative civilian services in lieu of military services**  
 Nine one-week-seminars  
 Protestant and Lutheran Regional Church Hessen and Nassau, Darmstadt, Germany
- 1981 - 1986      **Group leader and trainer for group leaders of international work camps with youth in Germany**  
 Participating in and implementing work camps; training in conducting trainings and reflection seminars for group leaders; implementation of a work camp for intercultural learning, eleven measures in total.  
 International Voluntary Youth Service, Bonn, Germany

#### **ADDITIONAL PROFESSIONAL TRAINING**

- since 2014      **Development cooperation in fragile and conflict- and violence-affected states**  
 Workshops for consultants  
 giz, Sector Program Peace and Security, Germany
- 2010              **Capacity Works Basic Course**  
 Denkmodell Berlin for GTZ Eschborn, Germany
- 2008              **Conflict management in organisations**  
 Instructor: Friedrich Glasl  
 Trigon Development Consultants, Austria
- 2007              **Management of evolution: Designing sustainable changing processes**  
 Dr. Otto Training & Consulting, Berlin, Germany
- 2003 - 2005      **TAKETINA - Drum and percussion training**  
 Instructor: Reinhard Flatischler, ZIST, Pensberg, Germany
- 2004              **Peace and conflict assessment system (PCAS)**  
 Instructor: Thania Paffenholz, Bern, Swiss
- 2004              **Planning, monitoring und evaluation in the development cooperation**  
 Arbeitsgemeinschaft für Entwicklungshilfe, Cologne, Germany

- 2002 - 2003      **Training programme in organisational development**  
 Instructor: Friedrich Glasl  
 Practice project: German Technical Museum Berlin, Germany  
 Trigon Development Consultants, Austria
- 2002              **Training of civilian personnel for deployment in international peace missions**  
 Federal Foreign Office, Germany
- 2001              **International civilian peace-keeping and peace-building training program (IPT)**  
 Austrian Center for Peace and Conflict Resolution (ASPR), Stadtschlaining, Austria
- 2000              **Local capacities for peace/ Do No Harm**  
 Introduction in Do No Harm  
 Bonn Center for Peace and Conflict Resolution, Bonn, Germany
- 1995              **Strategies for stopping violence - mediation**  
 Introduction in mediation  
 Education and Training Centre of the Protestant Churches of Bremen, Germany
- 1994              **Anti-Racism**  
 Training  
*Stiftung Mitarbeit*, Bonn, Germany

## CLIENTS

Academy for Conflict Transformation, Afghanistan, Aga Khan Foundation, Alice-Salomon University, DAAD Cairo Office, Forum Civil Peace Service, Friedrich Ebert Foundation, German Development Service, German Federal Foreign Office, Gesellschaft für Internationale Zusammenarbeit (GIZ), Heinrich Boell Foundation, Institute for Peace Education Tübingen, Kurve Wustrow, Medica Mondiale, Nonviolent Peaceforce, Oxfam, Peace Counts, Platform for Peaceful Conflict Management, VENRO -Umbrella organisation of development and humanitarian-aid non-governmental organisations in Germany, Institute for Foreign Cultural Relations – zivik funding programme

## PROFESSIONAL MEMBERSHIPS

Berghof Foundation Peace Education, Federal Association for Mediation Germany, Forum Civil Peace Service, Platform for Peaceful Conflict Management, The Federation for Social Defence, Working Group Peace and Conflict Studies

## SELECTED PUBLICATIONS

### **Vorrang für zivile Friedensförderung – Empfehlungen**

In: Sicherheit und Frieden, 3/2014, S.212 – 214.

### **Verhandeln mit allen Konfliktparteien und Empfehlungen an das internationale Zivile Engagement**

In: Bundesausschuss Frieden, Kooperation für den Frieden, VENRO, Hannover 2011.

### **„Ehre“ in Deutschland und Afghanistan**

In: Sozialwissenschaftliches Institut der Bundeswehr: Kirchliche Friedensethik und Staatliche Sicherheitsvorsorge, 2010, S. 69 – 77.

### **Frieden in Afghanistan: Durch wen? Mit wem? Zur Rolle lokaler zivilgesellschaftlicher Schlüsselakteure und NGOs für einen bottom-up-Friedensprozess**

In: Die Friedens-Warte, Journal of Peace and Organization, 2010, Band 85, Heft 4, S. 99 – 111.

### **Governance- und peacebuilding programm in Afghanistan**

In: Auer-Frege, Ilona (Hrsg.): Wege zur Gewaltfreiheit, Methoden der internationalen zivilen Konfliktbearbeitung, Berlin 2010, S. 155 - 164.

### **Zivilgesellschaftliches Engagement zwischen westlicher Moderne und afghanischer Tradition**

In: Evangelische Akademie Loccum, Tagungsband: Vorrang für Zivil, Loccum 2010.

### **Gleichzeitig getrennt und vereint in Afghanistan?**

In: Wissenschaft und Frieden 4/2010: Konflikte zivil bearbeiten, November 2010, S. 20 - 22.

### **Aufbau und Entwicklung einer afghanischen Frauenrechtsorganisation**

Project evaluation of Medica Mondiale Afghanistan, online available:

[http://www.medicamondiale.org/service/mediathek.html?tx\\_igxmediathek\\_mediathek\[filter\]\[years\]=&tx\\_igxmediathek\\_mediathek\[filter\]\[sword\]=&tx\\_igxmediathek\\_mediathek\[filter\]\[cat\]=25&tx\\_igxmediathek\\_mediathek\[filter\]\[newscat\]=3](http://www.medicamondiale.org/service/mediathek.html?tx_igxmediathek_mediathek[filter][years]=&tx_igxmediathek_mediathek[filter][sword]=&tx_igxmediathek_mediathek[filter][cat]=25&tx_igxmediathek_mediathek[filter][newscat]=3), last check: 25.4.2016

### **Kann Mediation in asymmetrischen Beziehungen gelingen? Erfahrungen mit Konfliktbearbeitung auf lokaler Ebene in Afghanistan**

In: perspektive mediation – 2008/4, S. 205ff.

### **Steps for Peace, Working manual for peace building and conflict management**

Training manual with four posters in Englisch and Dari

Herausgeberin für Deutschen Entwicklungsdienst Afghanistan, 2008.

### **Praxis Ziviler Konfliktbearbeitung durch gesellschaftliche Akteure, Bestandsaufnahme – Ergebnisse einer Befragung,**

In: Plattform Zivile Konfliktbearbeitung, „Frieden braucht Gesellschaft! Gesellschaftliche Ansätze in der Zivilen Konfliktbearbeitung, eine Bestandsaufnahme“, Zivilgesellschaftlicher Beitrag zum Aktionsplan „Krisenprävention und Friedenskonsolidierung“ der Bundesregierung, 2003, S. 31 - 40.