

## Conflict Prevention and Management-System in large Food Security Projects; From Business to Science

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### Introduction

- **Conflict Management and Moderation System (CPM-System)** can be defined as a program designed for conflict prevention and conflict resolution within organizations.
- The aim of the CPM-Platform is to prevent and, if they arise, to solve conflicts within the research consortium.
- So far CPMs have successfully been implemented in the “business arena”, they are, however, new in the research context.
- CPM is based on the assumption that conflict management is more successful and reliable if adequate structures and procedures have been established in advance.
- CPM has a decentralized structure with a Tanzanian entity, a German entity and an umbrella structure called “North-South-Group”.

### Project

**Trans-SEC** is a temporary and donor-funded organization. It is the pilot project for using a CPM-System in the context of an international research consortium consisting of more than 100 researchers of 15 world-wide institutes with the aim to stabilize the situation of 4000 households in Tanzania in a value chain approach.

### Implementation

- **CPM awareness trainings** for everybody working within Trans-SEC with the objective of sensitizing Trans-SEC members project related conflict phenomena.
- **CPM Contact Points** are nominated from each institute; and trained to tackle project related conflicts whenever approached by Trans-SEC members.
- By means of workshops, focus groups and interviews, recommendations for the design and continuous improvement of a CPM-System in the research context are established.

### Feedback on CPM

It is a very powerful instrument to build trust and to raise awareness about challenges and problems. It really fulfills its function in de-escalation. *CPM Training Participant*

CPM helps to resolve intercultural, interdisciplinary, interhuman challenges and therefore supports dealing with conflicts before they escalate in such big projects. *CPM Training Participant*

I think it is good to have frequent trainings and use it as a platform to strengthen the social capital of the project. *Trans-SEC Member*

I had some issues at the beginning which I resolved during and after the team building workshop on a bilateral level. *Trans-SEC Member*

Even though this system may be in place, you still can't get rid of your own responsibilities of your team, so you will still be involved, but you can get some guidance if you need it on how to deal with it, and sometimes you can step out of it. *Trans-SEC Member*

There are different expectations, there are different frustrations, there are all kinds of different things to be dealt with in order to make the project successful. The good thing is, if you have something like CPM, it doesn't boil down to the individual scientists to deal with it, that is actually quite nice. *Trans-SEC Member*

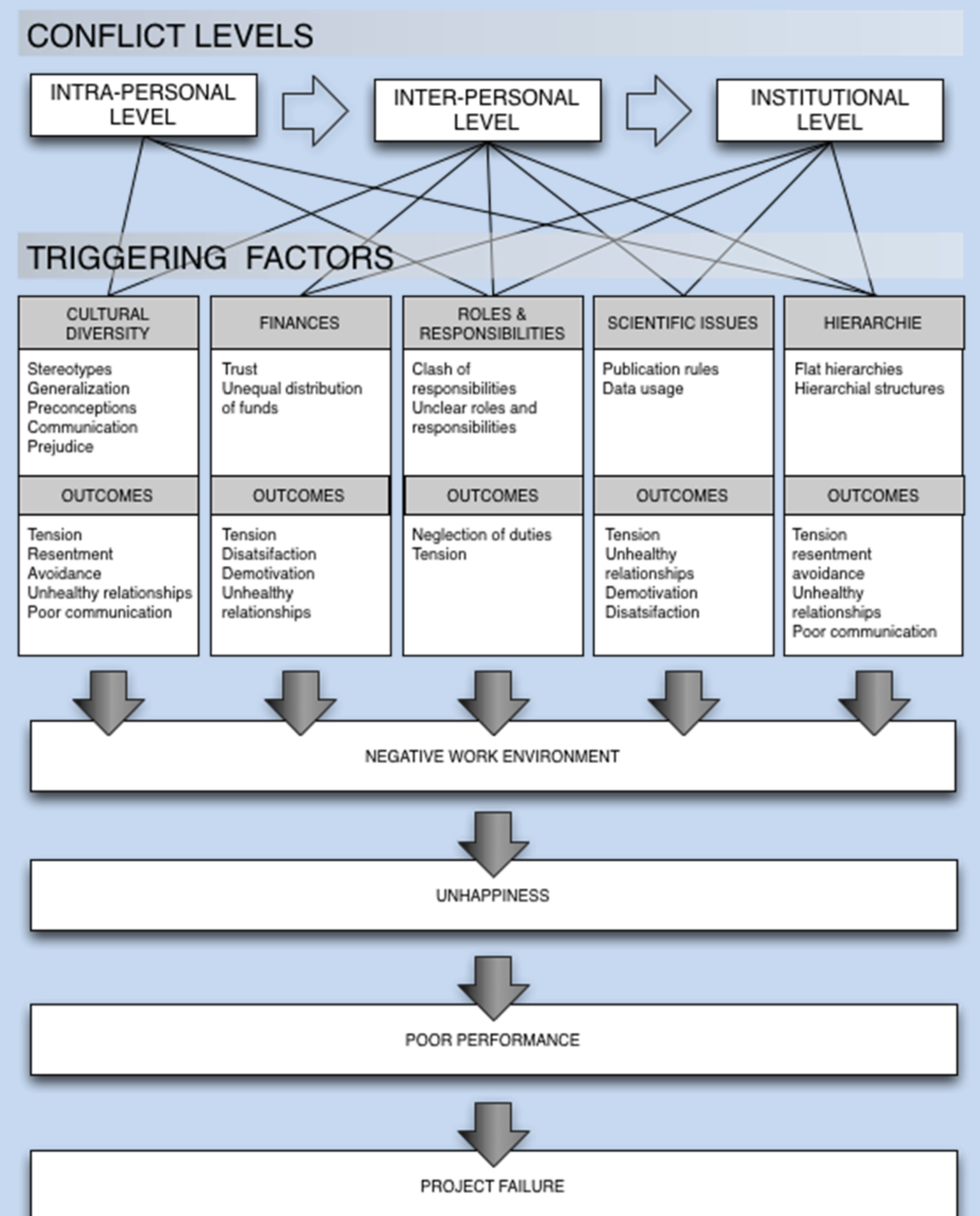


Figure 1. Conflict Triggering factors in research projects



Picture 1. CPM Awareness Training with Trans SEC Consortium