

PeaceAbility Programme

by EUROBOGEN

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In an increasingly complex and connected professional environment, relational tensions can quickly impact team performance and organizations.

The PeaceAbility program offers a unique response to pacify professional relations and create a resilient corporate culture, based on collaboration, trust and inclusion.

This four-level course offers a progressive approach, based on varied skills.



4 levels of competences

1st level **Awareness**

Understand the causes of conflicts and recognise your individual responsibility

2 days

2nd level **Deepening**

Engage in preventing conflicts and find solutions

2 days

3rd level **Improvement**

Manage complex situations and heal socio-professional suffering

3 days

4th level **Transmission**

Engage others in the corporate or institutional peace process

2 days

1st level: **Awareness**

Understand the causes of conflicts
and recognise your individual responsibility

2 days



PeaceAbility
Promoting Peace
as a Lever for Performance



Objectives

- Analyse the fundamental mechanisms of conflicts inside organisations
- Be aware of your biases when dealing with differences
- Set foundations for healthy and constructive interpersonal communications



Tools

- Theories of conflicts (Thomas-Kilmann model)
- Non-violent communication (Marshall B. Rosenberg)
- Active listening (Carl Rogers)
- TCI model (by Ruth Cohn)
- DISC or other psychometric profile



Methods

- Theoretical contributions
- Self-diagnosis
- Role playing
- Simulations
- Reflection and discussions



2nd level: **Deepening**

Engage in preventing conflicts
and find solutions

2 jours





Objectives

- Identify warning signs of conflict and adapt prevention strategies
- Learn the basics of mediation to resolve interpersonal conflicts within the organisations
- Develop assertive communication and emotional management skills



Tools

- Theories on team dynamics
- Systemic mapping
- Theory of needs
- NLP techniques
- Learning curves
- De-escalation tactics
- Basics of mediation
- Professional application of mindfulness



Methods

- Mediation simulations
- In-depth communication workshops
- Supervised feedback



3rd level: **Improvement**

Manage complex situations
and heal socio-
professional suffering

3 days





Objectives

- Managing complex multi-party conflicts with high emotional tensions
- Use advanced negotiation techniques in high-stakes situations
- Support employees in the process of healing socio-professional suffering linked to previous conflicts
- Establish a conflict prevention system in the establishment



Tools

- Complex and reasoned negotiation (Harvard)
- Healing techniques in a professional environment
- Keys to resilience inspired by positive psychology (Seligman)
- Theory of systems
- Mapping of interests, needs and dilemmas in business or between organisations



Methods

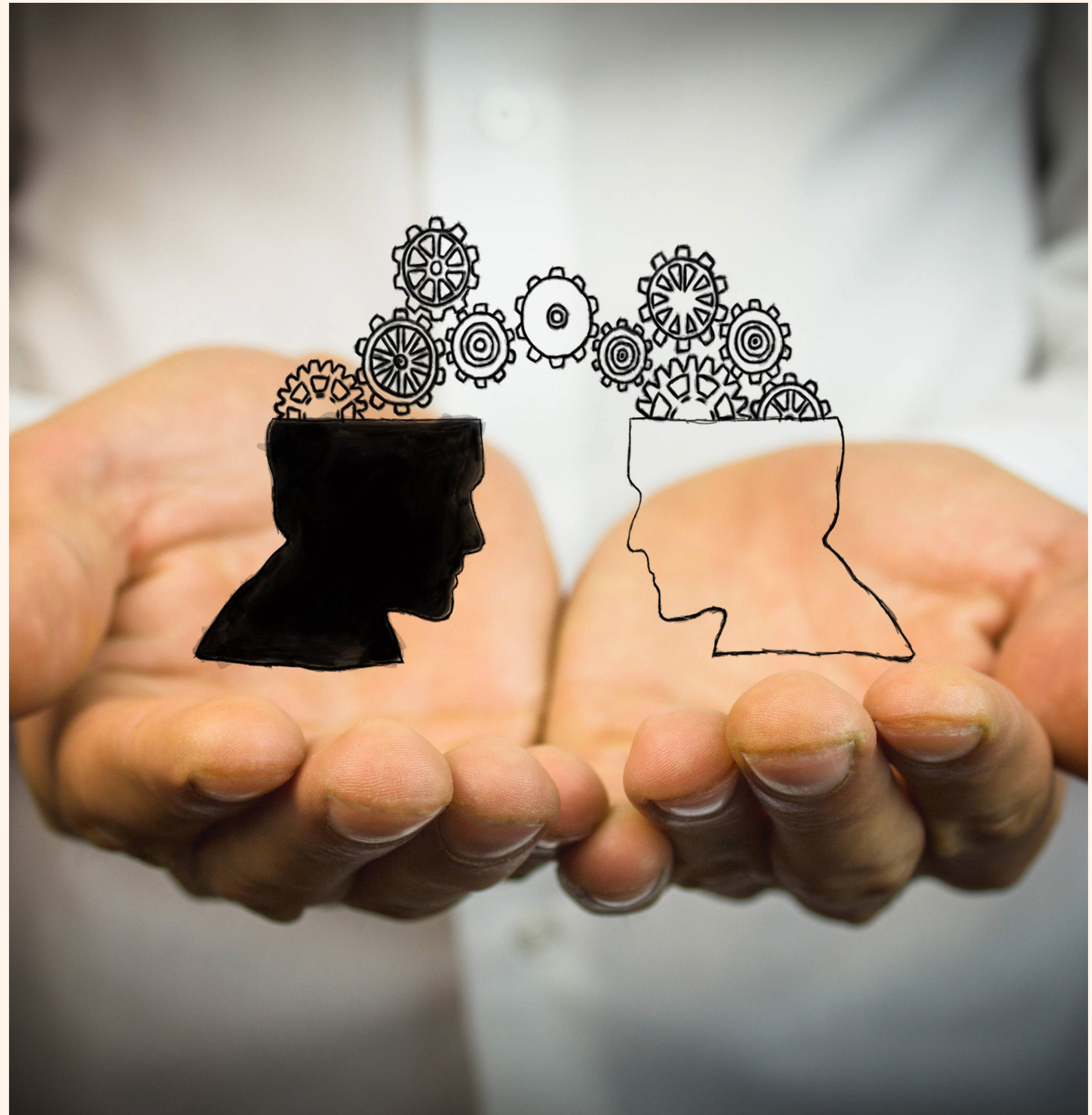
- Advanced conflict resolution simulations
- Socratic dialogue
- Case studies in complex negotiation



4th level: **Transmission**

Engage others in the
organisational peace process

2 days





Objectives

- Transmit the skills necessary for the 1st and 2nd level internally
- Develop appropriate teaching methods to deliver PeaceAbility training with employees
- Master group management and educational communication techniques
- Evaluate participant learning
- Qualify and quantify the impact of training in the company



Tools

- Kolb method of experiential learning
- Active and adaptive teaching
- Psychology and sociology of adult learning in the professional context
- Assessment Method by Kirkpatrick



Methods

- Peer coaching
- Co-hosting
- Scenarios
- Final evaluation



More than a simple method of managing human tensions, PeaceAbility aims to sustainably transform individual and collective behavior at work.

This program allows the emergence of a new business philosophy based on resilience and alignment of values.

A healthy work environment elevates the employer brand, reduces psychosocial risks and promotes performance.



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