

# ACADEMY LEADERSHIP & COMPETENCE

Center for Applied Policy Research

C·A·P

The Academy Leadership & Competence is a provider of educational concepts, training and consulting in the field of curricular and extracurricular civic education. We focus on advancing democratic thinking and action in society. As part of the Centre for Applied Policy Research, a Munich-based think-tank, we are attached to the Ludwigs-Maximilian University.

As an independent think tank, the C·A·P uses its unique working methods of "applied policy research" to close the gap between politics and academia. Founded by Prof. Dr. Dr. h. c. Werner Weidenfeld in 1995, it draws its operating funds from projects and partnerships with foundations, government institutions and corporations.



Within the context of our projects and seminars, we develop, evaluate and support the implementation at the intersection of theory and practice. Our portfolio comprises innovative concepts for democratic discourse, for decision-making and for learning to accept the consequences of democratic decisions. Below you will find abstracts of our core programmes.

As part of a migration society, our work focuses on issues of heterogeneity and diversity as well as on the participatory regulation of political and societal processes. Our methods and practices offer orientation, not recipes. Instead, we aim at advancing autonomous behaviour through professional coaching and continuous education.



Our concepts and training focus on supporting individuals, groups and institutions to strengthen their democratic competences with regards to decision-making and conflict resolution. Our approach emphasizes daily life experience and is relevant in private and professional contexts.

Our target groups are:

- Influencers and project leaders in political and intercultural educational institutions
- Executives and decision-makers at the intersections in politics, administration, police, the economy and associations
- Democracy education trainers in school and non-school environments



Furthermore, we provide accredited and evaluated courses for trainers and facilitators for the seminar programmes and support evaluation projects with scientific and practical know-how.

## Our Democracy Education Programmes

### BETZAVTA (together)

The Center for Applied Policy Research (CAP) has first translated and adapted and then implemented the “Betzavta” programme developed by the Adam-Institute, Jerusalem.

The seminar presents questions raised by democratic thinking and invites the participant to examine her or his process of decision-making.

Activities and games highlight the competing tendencies that exist within each of us, both for and against democratic principles, so that an external conflict becomes an internal dilemma. Thus, for example, what may begin as an external conflict between the right to freedom of information and the right to privacy, is internalized in such a way, that the participant expresses opinions both for and against each of these rights and gains a better understanding of how different rights may come into conflict in a democracy.

Participants then seek solutions to these internal dilemmas using democratic principles.

In order to achieve this purpose, external conflicts that the participants are having, are being converted into internal dilemmas. This procedure is part of all the activities. Creative suggestions for dealing with conflicts in a democratic way supplement the programme.





## Our Democracy Education Programmes

### ACHTUNG (+) TOLERANZ (respect (+) tolerance)

“Respect (+) Tolerance” gives the term tolerance a special focus. Various exercises, with playful as well as cognitive content, make the multi-faceted nature of the term obvious. A practice-oriented definition of tolerance – as a maxim for non-violent action in conflict situations – is put forward for discussion. This definition quite deliberately avoids any moral finger pointing. It rather communicates the consequences of tolerance, phony tolerance and intolerance.

The second pillar of the programme consists of information on the psychology of communication in terms of content and methods in combination with experience from the self-help movement. This combination is designed to show that communication based on partnership is not just the result of the successful application of some technique but is, above all, attributable to an attitude of mutual recognition and respect.



A special chapter on the subject of “hidden assumptions and prejudices” deals specifically with the obstacles to communication based on partnership and shows up “blind spots”, especially in the area of intercultural communication.

## Our Democracy Education Programmes

### A world of difference®

This programme is an anti-bias curriculum that provides teachers with lessons to help students to learn to examine stereotypes, to expand cultural awareness and to explore the value of diversity. Necessary skills, knowledge and awareness to combat racism, anti-semitism, religious intolerance and other forms of bigotry are developed.

To achieve these goals resources are designed to:

- understand the causes and effects of prejudices
- examine personal identity and its influence on one's own and others' worldview
- increase cultural awareness, specifically with regard to differences
- enhance skills to effectively respond to discrimination and bigotry
- translate ideas into action and build a higher level of satisfaction



Thank you for your interest in our programmes on democracy education! Please do not hesitate to contact us:

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