



Auswärtiges Amt

Internationale Diplomatenausbildung Training for International Diplomats



Jahresheft Yearbook

Diplomacy by Networking

Auswärtiges Amt
Federal Foreign Office

Akademie Auswärtiger Dienst
Foreign Service Academy

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Auswärtiges Amt

Jahresheft Yearbook

Internationale Diplomatenausbildung
Training for International Diplomats

2021

Liebe Leserinnen und Leser,



unsere Welt steht vor gewaltigen Herausforderungen: Klimakrise, Pandemie, wachsende internationale Spannungen. So unterschiedlich diese Herausforderungen sind, eines haben sie gemeinsam: Die internationale Gemeinschaft muss sie mit Diplomatie und Dialog angehen.

Dieses Bekenntnis zur internationalen Zusammenarbeit steht im Mittelpunkt deutscher Außenpolitik – und der Internationalen Diplomatenausbildung des Auswärtigen Amtes. Seit seinem Start vor dreißig Jahren haben mehr als 4200 junge Diplomatinen und Diplomaten aus über 180 Ländern das Programm durchlaufen. Seine Kurse haben sie in Außenpolitik, Geschichte, Gesellschaft und Wirtschaft unseres Landes eingeführt. Gleichzeitig haben wir von ihren Ansichten und Ideen gelernt.

Die Internationale Diplomatenausbildung zielt genau auf solch gegenseitiges Lernen – das Grundlage jeder erfolgreichen Diplomatie ist. Denn um international zusammenzuarbeiten müssen wir uns zuerst besser kennenlernen,

unsere Standpunkte verstehen und Vertrauen aufbauen. Wir hoffen, mit unserer Ausbildung einer neuen Generation junger Diplomatinen und Diplomaten dafür die nötigen Fertigkeiten und Netzwerke zu vermitteln – denn sie werden globale Zusammenarbeit zukünftig gestalten.

Trotz der Pandemie konnte das Team der Internationalen Diplomatenausbildung 2021 ein erfolgreiches Jahr verbuchen. Und auch für 2022 hat es ein großartiges Programm zusammengestellt – mit neuen Kursen und Workshops zu Themen wie globale Gesundheit, Klima und Sicherheit oder feministische Außenpolitik.

Als neue deutsche Bundesaußenministerin freue ich mich auf enge Zusammenarbeit mit der Internationalen Diplomatenausbildung – und wünsche Ihnen allen ein erfolg- und lehrreiches Jahr 2022!

Herzliche Grüße

A handwritten signature in black ink, reading 'A. Baerbock'. The signature is fluid and cursive, with a long horizontal line extending to the right.

Annalena Baerbock

Bundesministerin des Auswärtigen Amtes

Dear Readers,

Our world is facing huge challenges; the climate crisis, the pandemic, rising international tensions. While they are different in nature, these challenges have one thing in common: the international community must address them through diplomacy and dialogue. It is this commitment to international cooperation which stands at the heart of German foreign policy – and of the Federal Foreign Office’s Training for International Diplomats.

Since its creation thirty years ago, the programme has hosted more than 4,200 young diplomats from over 180 countries. With its training courses, it has introduced them to German foreign policy, history, society and economic affairs. At the same time, we have learned from their views and ideas.

Training for International Diplomats aims at such mutual learning – which in turn is the basis for successful diplomacy: to join hands internationally, we first need to get to know each other,

understand each other’s positions and create trust. With our training, we hope to give a new generation of young diplomats the skills and network needed – because it is they who will be shaping future global cooperation.

The pandemic notwithstanding, the Training for International Diplomats team completed yet another successful year in 2021. And they have put together a great programme for 2022 – with new courses and workshops, for example on Global Health, Climate and Security as well as Feminist Foreign Policy.

As the new German Foreign Minister, I look forward to working closely with Training for International Diplomats – and I wish you all a successful and formative 2022!

Warmest regards,



Annalena Baerbock
Federal Minister for Foreign Affairs

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»Wir haben unser Versprechen eingelöst, wir haben uns endlich wieder in Berlin getroffen!«

Liebe Freundinnen und Freunde,

im zweiten Jahr der Pandemie hatte ich manchmal den Eindruck, mehr damit beschäftigt zu sein, Kurse abzusagen als durchzuführen. Doch wie immer lohnt sich ein genauer Blick: wir haben unser Versprechen eingelöst, wir haben uns endlich wieder in Berlin getroffen! Wir haben tatsächlich nur einen Kurs ganz absagen und einen gänzlich online durchführen müssen, zu allen anderen konnten wir unsere Jungdiplomatinen und -diplomaten persönlich begrüßen.

Die Dankbarkeit und Begeisterung der Teilnehmenden und bei uns im Team hat uns einmal mehr gezeigt, wie sehr wir alle persönliche Treffen vermisst haben, wie wichtig lebendige, erlebbare Netzwerke sind. Besonders berührt hat mich, wie viele unserer Gäste große persönliche Einschränkungen auf sich genommen haben, um zu uns zu kommen, da zu sein, dabei zu sein. Teilweise mussten sie vorher oder nachher in Quarantäne gehen, auf ihre Familien verzichten, ja, ein Teilnehmer wurde sogar während des Kurses zum ersten Mal Vater – etwas früher als angekündigt – und konnte die ersten Lebenswochen seines Kindes nicht miterleben, da er bei der Einreise in sein Heimatland nochmals in Quarantäne musste. Trotzdem hat keiner zwei Mal überlegt, ob er oder sie die Einladung annimmt und bei der Abreise waren alle begeistert und voller neuen Ideen und Ansätzen.

Dies zeigt, wie eng die Beziehungen sind, die wir bei 1-DA knüpfen – zueinander, miteinander, untereinander – und wie wichtig wir alle dieses Engagement finden. Und es zeigt einmal mehr: wir können unseren Auftrag nur erfüllen, weil sich junge Diplomatinen und Diplomaten auf unsere Kurse und den offenen Austausch dort einlassen, weil wir Außenministerien als Partner haben, die wissen, dass es sich lohnt, auf Mitarbeitende zu verzichten, damit sie hier bei uns in Berlin und auf den Reisen mit anderen Menschen in Kontakt kommen, ihr Netzwerk ausbauen und Freundschaften knüpfen, die oft ein Leben lang halten.

Zugleich haben wir unsere Online-Formate weiterentwickelt und professionalisiert. Sie werden einen festen Platz in unserem Programm erhalten und strategisch eingesetzt, um das Netzwerk lebendig zu halten und die Relevanz unserer Angebote für die professionelle Entwicklung unserer Teilnehmenden zu steigern. So werden wir einen lebendigen Mix aus Online- und Präsenzformaten anbieten und freuen uns auf ein weiteres Jahr voller Begegnungen und Impulse.

Mit den besten Wünschen aus Berlin,



Andrea Christ

Leiterin Internationale Diplomatenausbildung



»We kept our promise and were finally able to meet in Berlin again!«

Dear Friends,

In the second year of the pandemic I sometimes felt that I was spending more time cancelling courses than running them. But as is always the case, it is worth taking a closer look: we kept our promise and were finally able to meet in Berlin again! In fact, we only had to cancel one course entirely and hold one more completely online. For all the others, we were able to welcome our young diplomats in person.

The appreciation and enthusiasm shown by the participants and within our team made us realise once again how much we all missed meeting in person and how important active, accessible networks are. I was particularly moved by the great personal restrictions that many of our guests were willing to accept to come to us and to be here, to participate. Some had to go into quarantine before or after the event, some had to be separated from their families. One participant actually became a father for the first time during one of the courses – somewhat earlier than planned – and missed out on his baby's first weeks because he had to self-isolate again after returning to his home country. In spite of all this, nobody thought twice about accepting the invitation and when they left, they were all enthusiastic and brimming with new ideas

and approaches. That reflects the closeness of the relations that we forge in Training for International Diplomats – through dialogue, partnership and friendship – and the importance we all attach to this engagement. And it shows once more that we can do our job only because young diplomats are willing to attend our courses and are open to the frank exchange that takes place there, because we have foreign ministries as partners who know that it is worth managing without members of staff for a period so that they can interact with others here in Berlin and on their travels, expand their networks and make friendships that last a lifetime.

At the same time, we have built on and professionalised our online formats. They will have a firm place in our programme and be used strategically to keep the network alive and increase the relevance of our services for the professional development of our participants. We will therefore be in a position to offer a vibrant combination of online and in-person formats and are looking forward to another year full of encounters and new ideas.

With best wishes from Berlin,

A handwritten signature in black ink that reads "Andrea Christ". The script is fluid and cursive.

Andrea Christ

Head of Training for International Diplomats



**OLENA
SHKIRENKO**



**SOFIIA
MELNYK**



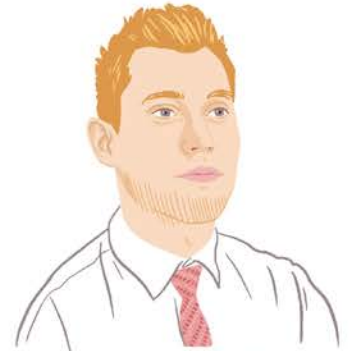
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MELNYCHENKO**



**YAROSLAV
NOVOSOLOV**



**MAKSYM
SHULHA**



**MYKHAILO
KIKTENKO**



**IRAKLIi
KALANDIiA**



**IEVGEN
KOSAREV**



**HANS DIETER-
HEUMANN**

UKR



**ROMAN
POPOV**



**ANDRII
NAKONECHNYI**



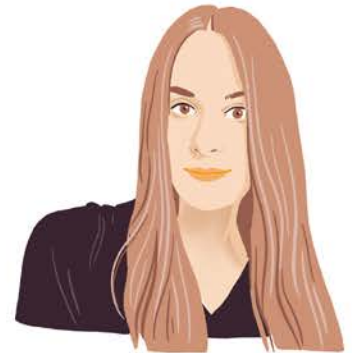
**KATERYNA
PRYTULA**



**TETIANA
DALIEVSKA**



**ILLIA
VITIUK**



**OLEKSANDRA
HUNCHENKO**



**KATERYNA
SUPRUN**



**ANTONIA
LINDER**



**SOPHIE
GRAMATZKI**

10th High Level Experts Programme Ukraine

10th May – 26th May 2021

From above, from left to right:

1st row: Olena Shirenko, Sofiia Melnyk, Oleksandr Melnychenko, Roman Popov, Andrii Nakonechnyi, Kateryna Prytula
 2nd row: Yaroslav Novosolov, Maksym Shulha, Mykhailo Kiktenko, Tetiana Dalievska, Illia Vitiuk, Oleksandra Hunchenko
 3rd row: Iraklii Kalandiia, Ievgen Kosarev, Ambassador (ret.) Hans-Dieter Heumann, Kateryna Suprun, Antonia Lindner, Sophie Gramatzki (Programme Coordinator)



UKR

»Let us discuss how we deal with our common challenges in the immediate future.«

What happens when highly professional movers and shakers in Ukraine's public administration meet with German and EU top officials? They test their hypotheses, exchange ideas and experiences, set out priorities and start building viable frameworks for future cooperation. In many respects epitomising the challenges that the modern democratic world is facing, Ukraine has moved up the agenda of German and EU foreign policy. Ukrainians, having built up resilience in the hybrid war, are happy to share their experience with other Europeans. The High Level Experts Programme provided an excellent platform for dialogue and learning for professionals from Germany and Ukraine.

Yes, we spent 16 days of the programme online. Yes, any human being would rather meet another human being in person to share emotions and impressions from seeing, tasting, smelling and talking. Yes, it's much easier to learn about the inner workings of German and EU public machinery by visiting the official places and meeting the people. Yes, Ukraine's public administration has not yet come to recognise a virtual programme as an actual study visit; so many participants had to combine work duties with the discussions.

However, the virtual format provided an opportunity to invite the state secretary and have German and Ukrainian ambassadors in one "room" to engage in dialogue on the foreign policies of their states. Also, Zoom could be viewed as 'no man's land', so it encouraged bold and uncomfortable questions and truthful and unexpected answers.

The priorities for future cooperation defined during the discussions were security and cyber security, climate change and the energy sector, reform of Ukraine's judicial system and the rule of law. Germany has long been a reliable partner and promoter of Ukraine's successful reforms and is fortunately continuing to be so.

What is important for the governments in both countries is to win the hearts of their people. Although officials in Berlin and Brussels acknowledge the war in Donbass and the fact of the annexation of Crimea, a good number of Germans and Ukrainians are still hesitant to do so. In many ways this is due to Russian propaganda and misinformation reaching out to citizens across Europe from different sources with the help of upscale information technologies. "Nationalism by choice" as Michael Thumann puts it, is an effective instrument for authoritarian leaders to gain and maintain power, which has a dangerous effect on a state's foreign policy, to the detriment of its neighbours.

On behalf of the group I express my thanks to the Federal Foreign Office for providing access to first-hand information and a high-quality exchange platform between German and Ukrainian change makers. As mentioned by several of the lecturers, Ukraine has learned its lessons of modernity, which is so valuable for other European countries. And such programmes as the High Level Experts Programme are an effective tool for deepening cooperation and planning how to tackle common challenges.

*Disclaimer: Article was written in May 2021

Sofiia Melnyk (Ukraine)
Participant UKR 10



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CS



1st Executive Seminar on Climate and Security

9th August – 27th August 2021

1st row, from left to right:

Claudia Mendoza García (Mexico), Heiko Maas (Federal Minister of Foreign Affairs),
Vanessa Pohl Revillard (Chile), Sara Elkhoully (Egypt), Emma Borgnäs (Sweden), Ana Calderon (Panama)

2nd row, from left to right:

Akbar Uktamov (Uzbekistan), Karoline Røkke Kjeldsen (Norway), Zinaida Negară (Moldova),
Ali Waqas Malik (Pakistan), Andrea Christ (Head of Training for International Diplomats)

3rd row, from left to right:

Yvonne Weiß (Trainee), David van der Zwaag (Australia), Ambassador (ret.) Dr Georg Witschel (Programme Director),
Vrezh Kardumyan (Armenia), Marius Weiler (Programme Coordinator), Mahmud Seyidov (Azerbaijan)

Absent: Aleks Iasashvili (Georgia), Franziska Schechinger (Trainee), Karolina Horajno (Trainee), Fenja Gewitsch (Trainee)

»Not only did this workshop expand my horizons, but it also strengthened my critical thinking abilities and analytical skills.«

Sara Elkhoulky (Egypt)
Participant CS 1

We had almost lost all hope as we returned to actual in-person diplomatic activity, after having survived two years of virtual life as diplomats marked by the COVID-19 pandemic, which had invaded almost all aspects of our lives. However, the successful and safe holding of the First Executive Seminar on Climate and Security in Berlin, which included face-to-face meetings, underscored the importance and ability of diplomacy and networking when it comes to confronting unprecedented global challenges such as the impact of climate change on nations' security and stability.

The seminar combined the right amount of academic and practical case studies, each one of which provided us with a much better understanding of the political, social and economic dynamics in different regions. Highlights included water management challenges in the Lake Chad region and in Central Asia. Prominent diplomats, government officials, field experts and researchers greatly enriched this experience. One of the most interesting and enjoyable sessions was the simulation game organised by Adelphi in which we played various countries' roles as they negotiated a UNSC resolution on the security impacts of climate change. This helped me realise the importance of high-level preparedness and how various diplomatic strategies can be employed within a multilateral framework with a view to finding consensus despite divergent views. Not only did this workshop expand my horizons, but it also strengthened my critical thinking abilities and analytical skills.

Having the opportunity to participate in this thematic seminar was beneficial to me in many ways. I would like to state from the outset that my time at the Federal Foreign Office and in Berlin was not only about attending an important seminar, but also a valuable life experience. On a professional level, meeting such a diverse group of intelligent diplomats from five continents in a challenging and inspiring diplomatic setting opened my eyes to different perspectives. On a personal level, I consider this three-week trip to have been both a truly rewarding experience and to have advanced my career development. The knowledge I obtained at the intersection of climate change and security and the interactions I was able to have both inside and outside of our sessions have been invaluable, and I will recommend this programme to many of my colleagues in Egypt.

This fruitful experience took place in Berlin, one of the greenest metropolises in Europe. This amazing city has over 2,500 parks and one million trees. The city is very open-minded and welcomes foreigners from all over the world. It provides you with an impressive environment to learn about cultural diversity and environmental protection. In addition to the magnificent landscapes, the rich history and the historic paternoster elevator, the Germans' kindness and sincere welcome touched us all. For this reason, I am so thankful to the Federal Foreign Office and all of its diplomats, staff and coordinators for making this event so safe and memorable.



Please visit our website:
[diplomatictraining.alumniportal.com/
programmes-2021/climate-security](https://diplomatictraining.alumniportal.com/programmes-2021/climate-security)



CS



dlk



15. Diplomatenkolleg

1. September – 30. November 2021

1. Reihe von links nach rechts:

Felipe Rodríguez Ustariz (Peru), Helen Ennok (Republik Estland), Luiz Henrique Eller Quadros (Brasilien), Tobias Sofke (Programmkordinator), Shtrojërë Zogaj (Republik Kosovo), Vessela Atzeva (Republik Bulgarien)

2. Reihe von links nach rechts:

Gjertrud Fosdal (Königreich Norwegen), Dr. Argam Gasparian (Ukraine), Nina Valentini (Praktikantin), Orhan Barış Sönmez (Republik Türkei), Rudolf Šulik (Slowakische Republik), Botschafter a. D. Dr. Wilhelm-Otto Lampe (Programmdirektor), Staatssekretär Miguel Berger, Ana Gomelauri (Georgien), David Velki (Ungarn), Andrea Christ (Leiterin der Internationalen Diplomatenausbildung), Batbileg Chuluunbaatar (Mongolei), Aisuluu Sargymbaeva (Kirgisische Republik), Marielle Mumenthaler (Schweizerische Eidgenossenschaft), Ciara Louise Courtney Mueller (Vereinigtes-Königreich)



dlk

»Durch persönliches Kennenlernen, den Willen, einander zu verstehen und Dialog, kann man Lösungen für globale Herausforderungen finden.«

15 junge Diplomatinen und Diplomaten aus 15 verschiedenen Ländern absolvierten gemeinsam ein Kolleg im Auswärtigen Amt mit den Themenbereichen Politik, Wirtschaft, Kultur und Gesellschaft. „Von Peru bis zur Mongolei“ lautete sozusagen unser Motto. Ich habe mich sehr über die Gelegenheit gefreut, bereits in meiner zweiten Dienstwoche in Berlin – und von da an fast jede Woche – im International Club ganz unterschiedliche Persönlichkeiten aus der Gesellschaft sowie verschiedene Themenfelder kennenzulernen.

Wegen der Bundestagswahl war dieser Herbst besonders spannend und das Thema begleitete uns durch unser gesamtes Kolleg. Wir trafen Persönlichkeiten aus dem politischen Spektrum Deutschlands und hatten die Möglichkeit, Fragen zur Einschätzung des Koalitionsvertrags oder zur personellen Besetzung der Ministerien zu stellen. (Allerdings haben wir nicht immer eine Antwort erhalten.) Internationale Klimaverhandlungen, Energiewende, Umweltschutz, die Schuldenbremse, Industriepolitik, feministische Außenpolitik – das alles und viel mehr wurde uns in sehr engagierter Weise präsentiert.

Wichtige Persönlichkeiten aus Politik und Wissenschaft berichteten von ihren Erfahrungen mit komplizierten Fragen: Wie bringt man eine so große Stadt wie Berlin und ein so großes Land wie Deutschland durch eine Pandemie und wie geht man mit den Konsequenzen um? Das Diplomatenkolleg war natürlich ebenfalls von der Pandemie betroffen. Mit Schnelltests und Masken sind wir jedoch gut durch den Herbst gekommen. Ich bin sehr beeindruckt, wie reibungslos alles lief. Wir konnten tatsächlich fast alle Programmpunkte durchführen – sogar den sehr schönen Abschlussabend unter 2G+ Regeln.

Wir haben nicht nur Institutionen und Persönlichkeiten in Berlin kennengelernt. Als Teil des Diplomatenkollegs fanden auch einige Exkursionen statt. Die Reise nach Straßburg und Freiburg bleibt mir besonders in Erinnerung. Es hat mich wirklich beeindruckt, zu sehen, wie man in diesem Teil Europas grenzüberschreitende Zusammenarbeit ermöglicht und den Alltag zwischen verschiedenen Ländern verbindet.

Wir haben die Rückmeldung bekommen, dass wir eine ganz disziplinierte Gruppe waren. Es war wahrscheinlich nicht nur so, weil wir besonders fleißig und zuverlässig waren, sondern auch, weil wir die Kollegtage und das Zusammensein wirklich genossen haben. Das Diplomatenkolleg bot die perfekte Möglichkeit, Kontakte zu knüpfen, Freundschaften zu schließen und etwas über den Auswärtigen Dienst in verschiedenen Ländern zu erfahren. Ich bin sicher, dass wir als Gruppe in Kontakt bleiben und davon auch später in unserem jeweiligen beruflichen Werdegang profitieren werden. Durch persönliches Kennenlernen, den Willen, einander zu verstehen und Dialog, kann man Lösungen für globale Herausforderungen finden.

Deshalb möchte ich mich im Namen der ganzen Gruppe beim Programmteam des AA herzlich bedanken. Es war ein wirkliches Privileg, so viel lernen zu dürfen und an einem so vielfältigen Programm teilnehmen zu können. Das Engagement des Programmteams war immer spürbar, auch außerhalb der Kollegtage. Eine Initiative hat mich besonders gefreut – wir sind sogar gemeinsam ins Kino gegangen, um den Dokumentarfilm „Die Unbeugsamen“ zu sehen. Meiner Meinung nach ist ein ganz wichtiger Teil der Diplomatenausbildung, dass man die Leistungen der Frauen in der Politik anerkennt und schätzt – besonders zum jetzigen Zeitpunkt, an dem Deutschland seine Bundeskanzlerin nach 16 Jahren im Amt verabschiedet und zum ersten Mal eine Frau zur Außenministerin ernannt hat.

Gjertrud Fosdal
(Königreich Norwegen)
Teilnehmerin DK 15



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idp



International Diplomats Programme 11.2

9th September – 4th November 2021

1st row, from left to right:

Florentino Cabrera García (Mexico), Andrea Christ (Head of Training for International Diplomats), Fabrizio Paolilli (Italy), Maya Kielhorn (Programme Intern)

2nd row, from left to right:

Viktoriia Kononenko (Ukraine), Emil Huth (Programme Coordinator), Mina Angeles Ganzon (Philippines), Heiko Maas (Federal Minister of Foreign Affairs), Kaeshini Sivananthan (United Kingdom), Esmary Madhumbu (Zimbabwe), Miriam Aba Arhin (Ghana), Ambassador (ret.) Klaus-Peter Brandes (Programme Director), Enrique Augusto Noria Freyre (Peru)

Absent: Eilis Carroll (Ireland), Ioannis Mastorakis (Greece), Paola Benelli Jauregui (Uruguay), Adamou Hamed (Niger)

»The world is so empty if one thinks only of mountains, rivers and cities; but to know someone who thinks and feels with us, and who, though distant, is close to us in spirit, this makes the earth for us an inhabited garden.«

Enrique Augusto Noria Freyre (Peru)
Participant IDP 11.2

As a member of the Peruvian Embassy in Germany and a participant in the 11th International Programme for Diplomats, it is an honour to address you in order to share the knowledge and experiences gained through the Programme as well as to express our gratitude to all the persons and institutions that made this training opportunity an invaluable experience.

The second stage of the programme began with an emotional reunion lunch at which we had the opportunity to listen to an interesting analysis of the German Federal Government elections. Despite the ongoing pandemic, we took study trips that gave us first-hand insight into three German Länder, or federal states, including their politics, economy, history and culture, as well as their relations with the world. In addition, we were also made privy to the challenges they face in securing the general welfare of their citizens.

Bremen showcased its long-standing commercial and international focus, its ventures in renewable energy generation, the aerospace industry and environmental protection. Our meeting at the Senate of the Hanseatic City gave us an insight into the challenges facing Germany's smallest federal state. In Bavaria, we learned about the Free State's strength as an industrial and financial hub, the beauty of Munich's historic city centre and the richness of Bavarian culture. The visit to the Landtag was an opportunity to engage in a frank discussion with parliamentarians about the state's priorities in international affairs. Finally, we visited Thuringia, the "green heart of Germany", which

has been the site of many historical events and which is known as a guardian of treasures that show the cultural richness and creativity of the German people. Here, the use of renewable energies and the protection of the environment are top priorities.

Personally, the programme gave me a deeper understanding of the formulation and priorities of German foreign policy and enabled valuable interaction with local and international actors. The visits gave me a better comprehension of Germany, its diversity, strengths, challenges and opportunities. Interaction with my colleagues, whom I now call my friends, featured many interventions and interesting conversations and both enriched me and reaffirmed the importance of finding common ground rather than focusing on differences of opinion.

A special word of thanks goes to Ambassador Klaus-Peter Brandes for his guidance and advice, as well as to Emil, Maya, Daniel and the Federal Foreign Office team for their invaluable support.

I would like to conclude by sharing a quote from one of the greatest men born in Germany, Johann Wolfgang von Goethe, from his work *Wilhelm Meister's Apprenticeship*, which sums up the importance of dialogue and cooperation between human beings if we are to live in harmony with our planet: "The world is so empty if one thinks only of mountains, rivers and cities; but to know someone who thinks and feels with us, and who, though distant, is close to us in spirit, this makes the earth for us an inhabited garden."



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idp



NKHAKHA MARIA
MPHAHLELE



ANEMARIE
DA SILVEIRA BENDER



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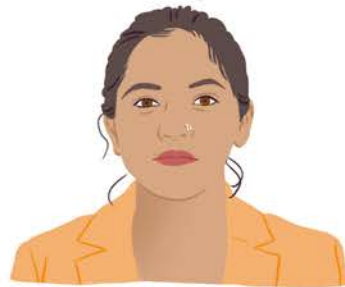
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CITRA YUDA
NUR FATIHAH



RITUPARNA
MUKHERJEE



SERGIO ISMAEL
VÁZQUEZ MENELEY



VINOD KUMAR
PANDEY



MAKHETE
MAKAMASE



PETER
GOTTWALD



LIXIAO
JIANG



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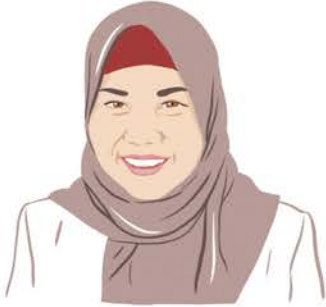


SHERWIN MIKHAEL
SOANTAHON
LUMBANTOBING



FRANZISKA
SOPHIE FRANK

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DEVI
DARMAWAN



TÂMARA
ANDRADE



NISHEETH
SRIVASTAVA



BLANCA ELENA
GÓMEZ GARCÍA



GUSTAVO ANDRE
DE ARAUJO SANTOS



EMMANUEL
CHAUKE



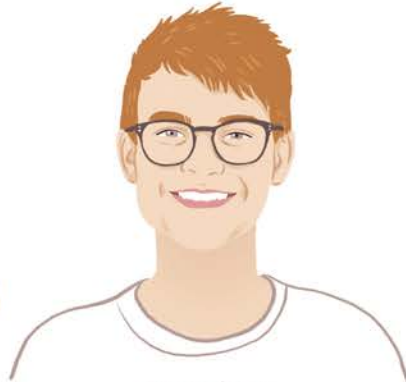
KIRSTEN
HILLERT



ZHIYUAN
SUN



SARANSH
SUGANDH



MARIUS
WEILER



KARLA MARIANA
ESCOBAR



MARINA
SANTOS RODRIGUES

18th INTERNATIONAL FUTURES

20th September – 29th September 2021

From above, from left to right:

1st row: Nkhakha Maria Mphahlele (South Africa), Anemarie Da Silveira Bender (Brazil), Tao Liu (China), Jessica Baier (Germany), Devi Darmawan (Indonesia), Tâmara Andrade (Brazil), Nisheeth Srivastava (India), Blanca Elena Gómez García (Mexico)

2nd row: Sandile Mbatha (South Africa), Citra Yuda Nur Fatihah (Indonesia), Rituparna Mukherjee (India),

Sergio Ismael Vázquez Meneley (Mexico), Gustavo Andre de Araujo Santos (Brazil), Emmanuel Chauke (South Africa),

Kirsten Hillert (Germany), ZHIYUAN SUN (China); 3rd row: Vinod Kumar Pandey (India), Makhethhe Makamase (South Africa),

Ambassador (ret.) Peter Gottwald (Programme Director), Lixiao Jiang (China), Saransh Sugandh (India), Marius Weiler

(Programme Coordinator), Karla Mariana Escobar (Mexico), Marina Santos Rodrigues (Brazil); 4th row: Cheng Chen (China),

Sherwin Mikhael Soantahon Lumbantobing (Indonesia), Franziska Sophie Frank (Programme Manager)

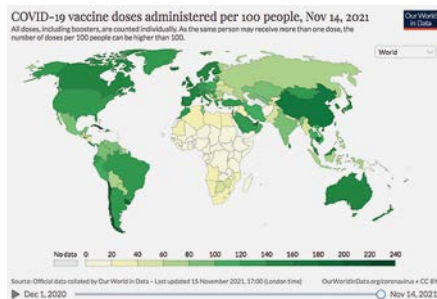


»As we discovered, diplomacy can truly train one's imagination.«

Saransh Sugandh (India)
Participant IF 18

Personally, the word diplomacy has always conjured up an image of propriety and a somewhat safe way of having conversations. In my head, it was not exactly a space of imagination – but as I would learn, my imagination still had some ground to cover.

It was the second day of the International Futures Programme (IF) that is facilitated as a joint programme between Training for International Diplomats and the German Council on Foreign Relations (DGAP). IF is a part of the MGG Academy that is mainly funded by the Federal Ministry for Economic Cooperation and Development (BMZ) and implemented by the German Development Institute/Deutsches Institut für Entwicklungspolitik (DIE). After an insightful talk by Mr Martin Bergfelder on Germany's Vaccine Diplomacy, we had just moved onto Professor Dr. Ilona Kickbusch. For many of us in the Global South, COVID has reshaped our opportunities – where we can be, what we can continue to access online and what we must relinquish. As highlighted in the image below, there is a clear disparity in the availability of, and access to, vaccines depending on in which country one lives. This has adverse effects on, among other things, health, livelihoods, and possibilities for movement. Outside the field of technology, much can seem up in the air.



Professor Dr. Kickbusch began by acknowledging this disparity. She shared the manner in which the Global Preparedness Monitoring Board is trying to address the challenges, both at the

governmental level and in its engagement with the pharmaceutical industry. She spoke of the different kinds of health crises that have been building up over the years, and of the systemic challenges and the need to address them. She highlighted possible policies that need to be put in place to help plug the many fallouts of growing inequality across the globe. It was humbling to listen to her. Here was someone in a position of power, not hiding behind a safety net but rather acknowledging vulnerability. It was an act that made us feel heard and truly safe. It was an authentic and rewarding conversation.

There was more to come. The following week, we heard from two outstanding women – Ms Leonie Hopgood from Polis180, a grassroots Think Tank for European politics, and Ms Kristin Augsburg of Germany's Federal Foreign Office. They spoke in great detail about feminist foreign policy. While structures of global governance can help ignite conversations on change, it can be challenging to take these conversations deeper into a local context. People in a position of power are generally unwilling to share or relinquish that power. Can a feminist foreign policy really help dismantle the architecture of oppression that many women and queer communities live with in many parts of the world? The conversation dispelled many of these doubts. Change may not be easy, but this was one more tool to have in one's arsenal, participants concurred.

Can an imaginary country in the gaming world help redraw the lines on culture and appropriation? Could understanding game theory and its application to international negotiations help us in everyday life?

The two-week course left us with many new windows to explore – not just to peer through, but actually to take flight from, with the help of many interesting and challenging insights from the speakers. As we discovered, diplomacy *can* truly train one's imagination.



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gmu



1st Executive Seminar for Georgia, the Republic of Moldova and Ukraine

13th October – 3rd November 2021

1st row, from left to right:

Andrea Christ (Head of Training for International Diplomats), Ina Bogatîi-Vidmîdi (Moldova), Dan Stati (Moldova), Melina Grtler (Programme Intern), Tetiana Shevchuk (Ukraine), Felix Kossmann (Programme Coordinator)

2nd row, from left to right:

Ion Ciobanu (Moldova), Neli Shiolashvili (Georgia), Rodica Marcinschi (Moldova), Veronica Hirbu (Moldova), Sophio Chareli (Georgia), Ambassador (ret.) Dr Hans-Jrgen Heimsoeth (Programme Director), Tamar Ketiladze (Georgia), Heiko Maas (Federal Minister of Foreign Affairs), Nino Kamarauli (Georgia), Vladislav Gribincea (Moldova), Bohdan Kryklyvenko (Ukraine), Oleksandr Vereshchak (Ukraine)

»What divides us pales in comparison to what unites us. Thus, we all must unite our efforts to pursue and band together around the commonalities we may all have.«

Sophio Chareli (Georgia)
Participant GMU 1

Diversity is the word that best describes the emotions I associate with the 1st Executive Seminar for Georgia, the Republic of Moldova and Ukraine. Before I attempt to take on the particularly difficult task of conveying the strong feelings, human relationships, experiences and impressions that the course evoked in me, I would like to take a moment to express my immense gratitude. A big thanks to the Federal Foreign Office of Germany, and specifically to Training for International Diplomats and their wonderful leader Ms Andrea Christ. In addition, I want to thank Ambassador Hans-Jürgen Heimsoeth and his highly professional and lovely team – Felix Kossman and Melanie Gürtler. Were it not for the multifaceted and diverse experience, vision, views, motivation and diligence of these people, the course would not have been nearly as effective or impressive. They gave the seminar its spirit, and for this they deserve personal recognition. This is especially noteworthy in light of the COVID-19 pandemic and the many complications and challenges that ensued from it.

The seminar was all about diversity – a delicately selected mix of topics that perfectly reflected the needs and challenges of the participating countries, institutions and speakers. The seminar approached each topic with a diversity of perspectives, including critical ones. The participating countries with their commonalities and distinctions underscored the multiculturalism of the three nations. There were individuals with various professional backgrounds who represented both the government and NGO sectors. Opposing viewpoints were frequently voiced – but this only highlights the diversity of opinion in our host city of Berlin.

The shape of the seminar and its wide-ranging approach gave the participants an opportunity to look at issues from different angles, learn to listen to each other's opposing points of view and draw conclusions. It helped us realise that diversity allows for us to learn from our differences, to re-evaluate our opportunities and, most importantly, to find common ground and come together with a view to achieving our goals.

The participating countries of Georgia, the Republic of Moldova and Ukraine are on their way towards complex reforms aimed at enhancing their democracies. These countries have a great deal to share and learn from each other and should therefore continue coordinating their efforts in pursuit of common interests – including their perspectives on Europe. It is of utmost importance for these countries to continue to take advantage of this cooperation with other close allies, as well, including Germany. Even though we may be equipped with different kinds of tools, such as the Association Agreements, my perspective on realising common goals and objectives may be particularly inspiring – and therefore the best possible incentive. Bearing in mind the theme of diversity, I would like to recall a quote by Edward Kennedy that in my opinion reflects the state of not only the Associated Trio countries, but of the Eastern Partnership countries in relation to their EU integration perspective – “What divides us pales in comparison to what unites us. Thus, we all must unite our efforts to pursue and band together around the commonalities we may all have.”



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gmu



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ISR



1st Executive Seminar for Diplomats from Israel

1st November – 5th November 2021

1st row, from left to right:

Yohav Yehoshua Katz, Almog Adrian Elijis, Nizar Amer, Shira Ben Tzion-Khidra

2nd row, from left to right:

Rami Teplitskiy, Tania Berg-Rafaely, Andrea Christ (Head of Training for International Diplomats), Avital Mimran Rosenberg, Constantin Knuhr (Programme Coordinator), Heiko Maas (Federal Minister of Foreign Affairs), Or Shaked Daniely, Ambassador Jeremy Issacharoff, Consul General Carmela Shamir, Josefine Morgan (Programme Intern), Ambassador (ret.) Birgitta Siefker-Eberle (Programme Director), Nina Sushanna Ben-Ami, Boaz Rodkin, Ester Salomon, Eyal Mandelbaum, Tal Ben-Ari Yaalon, Hadas Wittenberg



isr

»The relationship between Israel and Germany is powerful and unique.«

The relationship between Israel and Germany is powerful and unique. It is characterised by a strong bond between the peoples and governments that derives from years of thriving Jewish life in Germany, a tragic joint history, flourishing cooperation in the present and a promising future. It is an astounding example of two nations that have worked together to create courageous and steadfast relations, all while acknowledging the dark period in their past. This is manifested in various fields, and is demonstrated daily in our political, cultural and people-to-people contacts.

This is why I was so thrilled and honoured to receive the invitation to participate in the 1st Executive Seminar for Diplomats from Israel that took place in November of 2021. First and foremost, it was a special opportunity to get a glimpse of the current German political, social and foreign policy agenda. In addition, we had the chance to meet our fellow Israeli colleagues who serve in Berlin, Jerusalem and various other capitals, so that we could exchange views and thoughts during the training. This made the whole experience most powerful and enriching.

Our programme encompassed those current issues on the international arena that are of common interest and concern to Israel and Germany; the historical and contemporary Jewish

and Israeli-German connection, the German political system and German culture. One unforgettable moment during the week was our visit to Sachsenhausen Memorial, where we held a ceremony to commemorate the victims. It was powerful evidence of the tragedy of European and German Jewry in particular, as well as an important symbol of our ability to face the past together and build a joint future.

We also had a memorable discussion with Ms Hannah Dannel from the Jewish Council in Germany, who shared with us the current challenges and wide scope of engagement of the Jewish community in contemporary German society. Another important milestone in our training was the intimate and open sessions we had with senior officials of Germany's Federal Foreign Office (FFO), including a group photo with Foreign Minister Heiko Maas. The company of our colleagues from the FFO was essential and contributed immensely to our understanding.

If I may write on behalf of my colleagues, we all left Germany with a better understanding and knowledge of our relations and the political structure of Germany, as well as with an enhanced comprehension of what makes these relations so special and unshakable.

Or Shaked Daniely (Israel)
Participant ISR1



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w**1**b



10th Executive Seminar for Diplomats from the Western Balkans

1st November – 25th November 2021

1st row, from left to right:

Maya Kielhorn (Programme Intern), Dijana Ralević, Aleksandar Trajkoski, Kristi Grabovari, Veton Kiki

2nd row, from left to right:

Hanna Katharina Versümer (Programme Intern), Andrea Christ (Head of Training for International Diplomats), Pavle Grgurović, Ambassador (ret.) Gudrun Steinacker (Programme Director), Milan Trajković, Nikola Veselinović, Elbasane Berisha-Kryeziu, Xhulia Karaj, Jelena Mrdović, Susanne Schütz (Director for South-Eastern Europe), Elena Osmani, Sanja Stanković, Melina Welker (Programme Coordinator)

»The essence of diplomacy really is networking.«

Nikola Veselinović
Participant WB 10

When I was admitted to the 10th Executive Seminar for Diplomats from the Western Balkans I was very happy about the fact that I would have the chance to visit Berlin once again, for yet another different experience. Although not a newcomer to Berlin and Germany, I was encouraged by my colleagues who had taken part in it before, all of whom simply said – I envy you! I was just about to find out why.

Organising such an event during the COVID-19 pandemic must have been a real challenge for the Federal Foreign Office. Yet the 3.5 week seminar proved to be one of the best learning experiences I have had. I had the chance to go deeper into the German political system and to discuss various topics with diplomats, politicians and experts from the NGO sector. Above all, I had the opportunity to spend a wonderful time with my colleagues from our region in the very heart of Berlin and make friends with them!

Regarding the seminar itself, I was trained by over 40 experts in different fields. The topics we tackled ranged from the relations of our region with Germany, through environmental protection and green policies, to practical training in negotiations and public speaking. Some topics were already familiar to me from my studies or work, but it was the practical part from which

I profited the most. The chance to receive training in almost real-life situations and scenarios with other participants helped me sharpen my diplomatic and especially my speaking skills like no other experience before.

Another aspect of the seminar was the field trips we made. From the imperial castle in Potsdam, through the cosy typical central European town centre of Leipzig, to the stunning port of Hamburg, they helped us discover just how diverse Germany is.

Last but definitely not least was our group, and the special bond which evolved during our time in Germany. It took us only few days to start working as a group, which made all the discussions smoother and even more interesting. I have to say that I was truly happy and proud to be a part of such a group. Through that experience not only did I find colleagues and make friends for the future, but I also learned that the essence of diplomacy really is networking.

I am sincerely grateful to the Federal Foreign Office, the Training for International Diplomats division, the amazing staff and the coordinators for all the effort and energy they put into organising this unique experience. Herzlichen Dank, Auswärtiges Amt!



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w1b

»The Virus and Diplomacy: Two Years of COVID-19«

Expert Report by Maria Margarete Gosse



Maria Margarete Gosse studied Law and German in Munich and Regensburg. She entered the German Foreign Service in 1994. Since 2018 she is Director-General for Central Services.

In late 2019/early 2020, the world first learned of a new virus that had emerged in China, known as COVID-19. Just a few weeks later, from March 2020, the globe went into lockdown. Flights were suspended, major cities were sealed off, schools closed, curfews imposed. Hospitals and intensive care units filled up rapidly and we were confronted with terrible images of those which were overwhelmed due to the virus. A dark chapter began, and no one knew how long it would last or how it would change our lives.

For the foreign service and its staff, this global crisis had a global impact. In many countries around the world, the health systems were by no means equipped for a pandemic. Just like at any other time, there were hundreds of thousands of Germans in every corner of the world and now they wanted to get home. However, travel was almost impossible. The most difficult question at this time was therefore: how can we protect our staff and their families? And, at the same time: how can we carry out our tasks – and above all, how do we repatriate stranded Germans?

We took two measures to safeguard staff to the greatest extent possible: we offered anyone who no longer felt safe at their post the option of coming back to Germany with their family – crisis level 2a+ – and we gave an assurance that whoever stayed at their post would be evacuated by MedEvac should they contract COVID-19, even if they did not have life-threatening symptoms. As far as I could ascertain afterwards, we were more generous in this respect than any other comparable service.


Many family members subsequently took advantage of this offer and returned to Germany. Of our 3,500 staff members, however, scarcely more than 200 were absent from their post at any given time. MedEvac flights were needed

in around five cases. Many colleagues later told me how important these two guarantees had been in giving them the courage and trust to carry on working despite the extremely difficult conditions and risks they faced.

Although the situation was dramatic, one factor helped us: the asynchrony of events. We had a host of new tasks owing to the crisis – first and foremost, the repatriation of Germans – but also staff who were free to take on new tasks because they were no longer able to perform their normal duties. Our tremendous protocol team proved to be invaluable to the crisis task force. They coordinated charter and other flights in collaboration with the missions abroad, thus making it possible to evacuate a total of 250,000 Germans around the world within a short space of time. This was certainly the greatest logistic achievement of the Federal Foreign Office until then.

As well as the heightened crisis level and the evacuation offer, a third point was particularly important in practical terms: how could the missions abroad now function? The most significant regulation imposed was the reduction of contacts to a minimum. But how should that be put into practice? The asynchrony of the pandemic played a major role here, too. While in some places no one was any longer allowed to go outdoors, other locations were barely affected by COVID-19. It was therefore important to give the missions options for organising themselves (e.g. A and B teams) but, at the same time, to grant them the greatest possible leeway in deciding which concrete framework to put in place. After all, no one in Berlin could assess the situation on the ground better than them.

Initially, we were poorly equipped to work in the pandemic. Only those who went on frequent official trips were used to working remotely,



while virtual meetings were largely unknown. The Skype4Business system, which had existed for years, was not used by many and when it was “discovered” in the pandemic it quickly became clear that the Ministry’s networks could not withstand the sudden increase of several hundred percent in use. Rapidly ensuring that the foreign service around the world had the tools to do their work was another major challenge that had to be mastered. Markets unable to meet the demand and logistic difficulties were just two of the obstacles which had to be overcome to gradually equip a large portion of the missions abroad and headquarters by around autumn 2020.

From November 2020, hopes grew that the pandemic could be ended by the newly developed vaccines. However, we had to wait quite a while before they became available. As soon as we had initial information, we immediately discussed the challenges and logistics with our health service. We quickly realised that the mRNA vaccines, which had to be kept at very low temperatures, would present a logistic problem for us. We therefore first of all focused on the vector vaccines in order to supply missions as quickly as possible in line with the urgency at any given post and how easy it was to get the vaccines to them. Two things quickly became clear: the complex legal requirements on medical treatment abroad only allowed us to act within the framework of the Vienna Convention. Furthermore, when the vaccine finally arrived, it came from the Federal Government’s contingent and could only be used for Federal Government staff. When it became known in some posts that “the Embassy” was vaccinating its staff, this led to extremely difficult debates in the expat communities. We were also asked time and again about vaccines that had not been licenced by the EMA. No staff member was forced to accept these vaccines but there were some colleagues who opted to be vaccinated with them.

After the successful start of the vaccine campaign, the ever-changing recommendations of the Standing Committee on Vaccination concerning the side effects which had been

established in the case of vector vaccinations were frustrating. This dampened the initial euphoria about the vaccinations and led to scepticism. However, we were then able to resolve this situation with the gradual arrival of supplies of Moderna. Above all, the emergence of the Delta variant led to a further increase in the already high level of readiness to get vaccinated.

What were the consequences of working under these exceptional circumstances over a period of two years?

Without doubt, the most serious consequence was losing colleagues to the virus. We do not have exact statistics but we know for certain of one home-based and several locally recruited staff members who died as a result of contracting COVID-19.

In addition, we had to take a long hard look at our resilience, both as an organisation and as individuals. Especially the length of the crisis and the rollercoaster of ups and downs meant that we had to develop a high level of self-reliance, resilience and decision-making competence at all levels.

We also learned that being in the office is not absolutely necessary and we can use S4B and Webex with confidence. The epidemic’s digitalisation dividend will remain and I hope that we can advance even more quickly at this new level now.

On 20 March, almost exactly two years later, we are to have our “Freedom Day”, with most COVID-19 restrictions being lifted. Hopefully, we are all now vaccinated and boosted. And we may have to get used to the idea that vaccinations might now be part of our routine every few months, just like masks, which we will continue to wear. We will not be able to post abroad anyone who refuses the vaccination, at least not for the foreseeable future. After all, the number of cases is rising once more ...

Vaccines were transported under constant surveillance in the cabin of the aircraft. (Photo)



Alumni

Dear Alumni and Friends of Training for International Diplomats,

We do what we do not necessarily because of the categorical imperative, but – among many other things – because we want to pass on what we, the alumni team of Training for International Diplomats, experience ourselves and treasure as members of various networks: **we cherish multilateral exchange, stimulation, a change of perspective and diversity. We are grateful for supportive structures and for the doors that our networks open for us. We greatly value both the trust that networks place in us and network coordinators who are always approachable. We enjoy good relationships, content-related alliances and friendships that have developed through networks. We appreciate that finding like-minded people and identifying common goals helps us make an impact.**

Translated into our perspective as network coordinators, this also means: we are happy to see that being a member of a network – an international one and one that deals with global political issues at that – is clearly a learning experience in itself. This is one reason why our alumni work is an integral part of Training for International Diplomats.

Our alumni programmes serve the purpose of learning together, both through their content and by being a basis for exchange: you know this, because you have taken part in our events, conferences and network consolidation programmes in Berlin, elsewhere and online, our offers in the field of German as a foreign language and our formats developed by alumni for alumni, such as the mentoring programme that was established in 2021. Read about all of these on the following pages.

Many of you also take advantage of offers from our partners, whom we would like to thank at this point for their excellent cooperation: we are happy to partner with ifa (Institut für Auslandsbeziehungen), the German Bundestag and its Parliamentary Scholarship Programme, the “kulturweit” (*Bridging Cultures*) volunteer service, the UN System Staff College, UNUCRIS, the Academy of International Affairs NRW, the international alumni centre (iac), the BMW Foundation Herbert Quandt, and other foundations. Thanks so much for opening your doors to our alumni and adding diversity to our network!

Speaking of learning, an important factor is of course that we want and need to learn what is important to you, as well as how our networking is attractive and profitable for you. On the positive side, the pandemic despite its negative impacts has made it easier to conduct exchanges with, and listen to, one another, as the use of well-known digital tools has found its way into our everyday life. We have heard more about you and more from you than ever before. Communication in our network has become more diverse. That is a good thing.

Now, we are in the process of planning local, on-site programmes again for 2022. We look forward immensely to welcoming you back “for real”. But when planning the programmes, we also realise that face-to-face encounters mean not only more CO₂, but also less diversity: there are fewer programmes for fewer participants, for whom travelling is easier or more feasible (for whatever reason). And the speakers and trainers will mostly come from our area again.

So it will be our task to create a good mix of offline and online offerings, of the old and the new normal. We will also ask you to participate in a survey, through which you can share your thoughts on this with us. We look forward to hearing from you!

We thank you for all of your impulses, your trust and your commitment to our network, and we wish you a good 2022.

Stay connected – and keep close!



Gesa Giesing and your Alumni Team of Training for International Diplomats

Standing, from left to right:

**Lydia Drews, Sophia Klumpp,
Philipp Engstler, Franziska Schechinger,
Gesa Giesing, Nicolas Geschwinde,
Constantin Knuhr**

How did our alumni experience the year 2021? What impact did their connection to Training for International Diplomats and their participation in its programmes have? Once more, we went ahead and asked three of them.

Sto

“2021 was a turning point in my life. I embarked on a new life-long journey on another continent – Europe. Believe it or not, the main incentive behind this adventure is what I learned from my participation in the NMO 18 course in early 2020. In 2021, being an FFO alumnus has inspired me to see and comprehend the world in quite different ways.”

Membership of the GDL – which happened thanks to an offer and support from Training for International Diplomats – has expanded and deepened my understanding of new trends in the world. Since joining, I have been confronted with abundant creative ideas from members with diverse backgrounds. One of the main reasons behind my membership in the GDL which turned into a personal mandate is to take as much advantage as possible of the GDL’s capacities and members’ expertise to explore new avenues for stability and security in the wider Middle East, which is where I originally come from. I am content that I have been partially successful in implementing this mandate, but I have much work to do in 2022.

One of my direct engagements with the FFO’s Training for International Diplomats dates back to 14 April, when the three-day conference on nuclear disarmament with top-level speakers commenced. The theme of the conference was indeed timely and extremely informative to me since the world was struggling to revive the Iran Nuclear Deal. I am a strong advocate of a world without nuclear weapons, and the conference made me determined to walk this path: I am going to launch an unaffiliated student-led movement within the European University Institute on nuclear disarmament this summer and plan to reach some leading European universities by the end of 2022.

Last but not least, the most outstanding accomplishment in my life came about thanks to relentless support from the FFO’s Training for International Diplomats. I organised a webinar on the role of science diplomacy in mitigating



Dr Mahmoud Javadi (Iran)
Participant of NMO 18, WEP 15,
OS-PT, OS-Disarmament, GDL
Current location: Italy

the tensions between Iran and the GCC. Before D-Day, I was trained, in two intensive sessions, in how to chair an event and prepare for running my very first own webinar. I have to admit that one of my dreams came true on 23 June, when I chaired a webinar with one keynote speaker, three senior experts and around forty well-informed attendees. Without the substantial assistance, mentorship and encouragement from my FRIENDS at Training for International Diplomats, describing the webinar as ‘successful’ would be fallacious.

In 2021, my engagement with the Training for International Diplomats’ initiatives reminds me of what I want to continue to be: a life-long learner!



Roberts Fedosejevs (Latvia)
Participant of IDL 38, WEP 7,
WEP 20, WEP 21, RNM Kyiv II and III
Current location: Ukraine

“Have you ever had the feeling that you would like to know more about something that is being discussed on the news almost daily, but don’t really have the time to look for and read through masses of literature and theoretical background on it? At this point some people would just give up, but luckily there are the engaging and interactive offers from the team of Training for International Diplomats: Time and again they create programmes that provide you with all the insights you have been looking for on the most recent topics in the most engaging way.”

That was my experience as I was trying to understand the polarisation of states and societies, and the vulnerabilities that cause it.

Without hesitation, I applied for the 20th Network Consolidation Programme on Peace Mediation & Crisis Diplomacy in Action: Mediation and Dialogue in Polarised and Divided Societies. I was even more thrilled that the programme was one of the rare opportunities to meet in person, in Berlin of all places.

Stories and Impact

With participants from 14 countries, we had the opportunity to take an interactive look at the topic of societal polarisation, and the tensions and conflicts arising from it, as well as how mediation is prepared and applied in attempting to stop or resolve such conflicts. All of that was presented by practitioners from the Center for Peace Mediation of the Europa-Universität Viadrina with many years of experience and followed by lively in-person discussions after each session.

I may not become a mediator myself, but I have acquired some of the basic tools that allow you to look at a problem in more depth or as we said in the course, ‘peel the onion’. These are skills that are relevant in most situations, regardless of your professional background.

We have been living with the restrictions forced upon us by the pandemic for almost 2 years now and have been working and spending a lot of time in front of screens. Most people will be able to relate to the fact that it is hard to stay focused during those seemingly never-ending Zoom or Skype meetings.

Despite these challenges, the team of Training for International Diplomats again managed to put together engaging courses on a wide variety of topics. I consider myself fortunate to be one of the many participants in the online courses that were looking into diverse topics such as detecting, differentiating and deterring disinformation, energy policy in Germany and the foreign policy priorities of the new ‘traffic light’ coalition.

In short, no matter whether in-person or online, the team of Training for International Diplomats always delivers! Thank you! I look forward to what might come in 2022.

Ana María Moreno Fonseca (Colombia)
Participant of COL 1, WEP 18, OS Arctic
Current location: New Zealand

Would it be possible to think of any similarities between Dortmund and Los Angeles? Or any possible link between Islamabad and Bonn? Well, let me tell you they are all amazing examples of innovative ways to address sustainability, climate change and migration management. However, these matters sound like global types of issues, don't they?

The field of diplomacy has faced many challenges in recent decades, the city diplomacy phenomenon being one of the most interesting ones. Multilateral mechanisms such as UN-Habitat; and the growing presence of international offices within city council offices testify to the fact that although states may have Ministries of Foreign Affairs in charge of coordinating global action, cities constitute a pivotal point of the international agenda.

Through the online programme “City Diplomacy – Diplomacy on all levels” organised by Training for International Diplomats, a fantastic team within the Foreign Service Academy of the Federal Foreign Office, I had the good fortune to enjoy a five-day journey that allowed me to learn about the experiences of diverse cities that are implementing vibrant agendas while exploring the best ways to coordinate and engage with their national foreign ministry.

I am a Colombian diplomat; who has been living in the beautiful Aotearoa – New Zealand – for the past four years. Auckland and Bogotá may differ with regard to culture, ethnicities and inhabitants. The former has around 2 million people, while the population of the latter is near the 10 million mark. Nevertheless, they share the similarity of being part of non-federal states, which is an important factor when defining



strategies for approaching other cities. Listening to the experiences of Mexico City, Los Angeles and Dortmund therefore sparked interesting debates. Dortmund plays a role in Germany's experience of creating a team within the Federal Foreign Office in charge of engaging with local international players, in other words, cities and municipalities.

The material, colleagues, and information shared in the seminar have inspired me to work on a policy draft regarding city diplomacy that will hopefully resonate with Colombian institutions. I believe city and local diplomacy has many wonderful ideas and channels to offer to the states and their citizens.

Even though it was challenging (but still fun) to wake up during the night in New Zealand to share ideas with classmates located in America or across Europe, I would definitely be keen to join the course once more and see the sun rise while discussing how cities are shaping the world we live in.

Inclusion & Diversity

Diplomacy for inclusion – For an Inclusive Diplomacy

Lydia Sasnovskis

In early 2021, I was approached by the team of the Training for International Diplomats and asked whether I would be willing to participate in a conference on the topic of inclusion and diversity. I enthusiastically accepted the invitation to share experiences about my nearly 25 year-long career in the German Foreign Service, as I am always eager to raise awareness of the interests of persons with disabilities and encourage them to come forward and join the effort to increase visibility and highlight their opportunities.

For me personally, the conference was a very emotional and empowering experience. I was deeply impressed by so many promising young people listening in, processing the information provided and sharing their thoughts on ways in which Foreign Services could achieve a higher degree of inclusion for persons with disabilities. They themselves are future leaders who will play an important part in and pave the way for ensuring that special requirements are met and addressed properly.

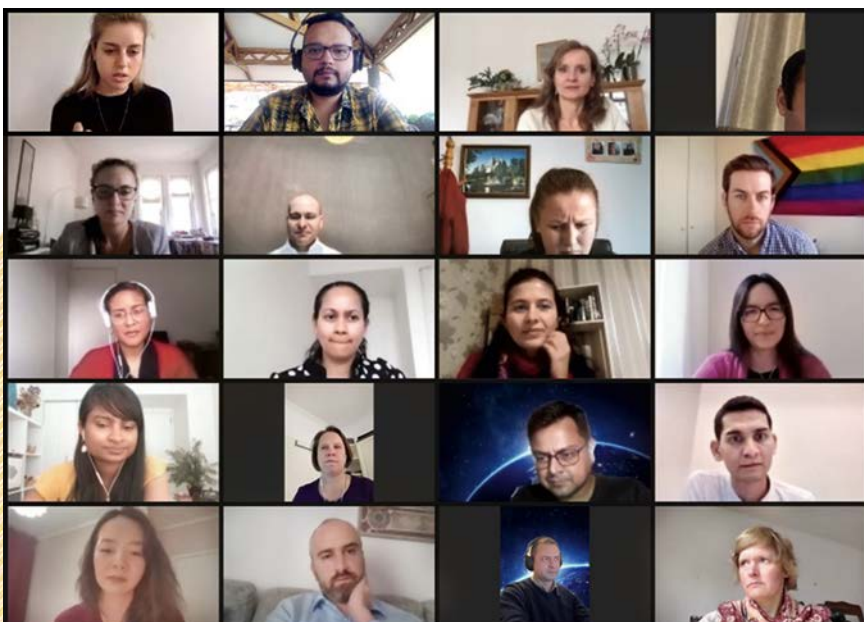
Another aspect that stood out for me is the fact that in light of the conference's discussions, the Training for International Diplomats unit has put together a list of lessons learned and suggestions in order to ensure that future conferences are organised in a more inclusive and accessible way. In a perfect world, we would have built on the momentum immediately and continued our conversations outside and beyond the conference. A list of participants has been shared, and writing this contribution is a reminder for me that discussions need to be carried forward and processes monitored regularly.

With this in mind, let's book a class of fully accessible yoga and continue the conversation – there are lots of things left to do, but this conference has set the scene for us to move forward along the path towards more inclusion of persons with disabilities in our Foreign Services!

Lydia Sasnovskis works for the division for Humanitarian Assistance, International Disaster Response and Humanitarian Mine Action at the German Federal Foreign Office. She is a co-founder of the Network of and for People with Disabilities at the Foreign Office.

**Diversity is a fact.
Equity is a choice.
Inclusion is an action.
Belonging is an outcome.**

Arthur Chan







A Journey through the Federal Foreign Office

To grant our alumni network an even deeper look into German Foreign Policy, and especially in times of COVID-19 restrictions, this online series was designed to open the doors of the Federal Foreign Office at least “virtually” and kindly invite our alumni for a virtual tour through the different departments and working structures of the German Ministry. The aim of this series was to acquaint our alumni and the desk officers of the FFO in Berlin with each other and thereby foster exchange and expertise beyond the alumni network.

Through informative and interactive online sessions, FFO desk officers presented their working fields, roles and department structures to their international colleagues. Furthermore, our alumni were invited to bring along their own colleagues who work in policy fields related to the respective topic of the online sessions.

Thus, an insight and exchange was enabled on how foreign policy making is practically crafted in the Federal Foreign Office and in the foreign ministries of our alumni.

21 April 2021

Topic: Commemorative Culture: An Integral Element of German Foreign Policy
 Speaker: Michaela Küchler, FFO Special Representative for Relations with Jewish Organisations, Issues Relating to Antisemitism, International Sinti and Roma Affairs, and Holocaust Remembrance

11 May 2021

Topic: Virtual Diplomacy 2.0: The Organisation of High-Ranking (Online) Events in Times of COVID-19
 Speaker: FFO Planning Task Force for German Chairmanships & Presidencies

25 May 2021

Topic: Meeting Niels Annen: An Afternoon with the FFO’s Minister of State
 Speaker: Niels Annen, Minister of State at the FFO

10 June 2021

Topic: The Coordination of German & European Foreign Policy
 Speaker: Pamela Preusche, FFO European Correspondent

17 June 2021

Topic: Strategies & Measures of Corruption Prevention
 Speaker: Thomas Mangartz, FFO Commissioner for Corruption Prevention

28 September 2021

Topic: Diplomacy for Sustainability: Implementation of the Sustainable Development Goals
 Speaker: Arne Hartig, FFO Department for International Cooperation for Sustainable Development

1 November 2021

Topic: The German Energy Transition Strategy (Energiewende) & its Connections to Foreign Policy
 Speaker: Holger Klitzing, FFO Department for the German Energy Transition Strategy

24 November 2021

Topic: The Nexus between Climate & Security in Foreign Policy
 Speaker: Christina Wegelein, FFO Department for Climate & Security, incl. UN & EU environmental and climate policy and UNFCCC implementation

Online Series

German Diplomacy Up Close – Inside the Federal Foreign Office

Alumni get to know the various FFO departments



Expert Meetings

This Online Series was designed to offer our alumni as well as the FFO desk officers an in-depth knowledge and policy exchange on current political developments in specific countries. By bringing German diplomats working on a specific country or region together with our alumni who come from the respective country, more perspectives and profound insights on current political, social and economic challenges could be exchanged amongst the participating experts. Additionally, practical ideas for adaptations to foreign policy regarding the respective country could be developed as well as valuable contacts and networks established amongst all participants.

For each event, our alumni of Training for International Diplomats and the International Parliamentary Scholarship Programme were joined by desk officers from the Federal Foreign Office Headquarter in Berlin and from the German Ministry of Economic Cooperation and Development, as well as diplomats from our German Embassies in the specific country that was the topic of the expert meeting.

19 January 2021

Expert Meeting: Lebanon No. 2



Following the successful first virtual “Expert Meeting Lebanon” in September 2020 in the wake of the explosion in the port of Beirut, the participants of this exchange gathered once again for a second online exchange on the current situation and challenges in Lebanon.

10 March 2021

Expert Meeting: Belarus



The first expert meeting on Belarus to discuss the country’s current situation in the wake of the oppositional civil society movement in Belarus took place online in early spring. It gathered Belarussian alumni from civil society as well as Belarussian diplomats in two separate sessions.

20 April 2021

Expert Meeting: Venezuela



The first expert meeting on Venezuela to discuss the country’s current difficult humanitarian, economic and political situation brought together Venezuelan Alumni with desk officers for Venezuela from the Federal Foreign Office, the German Embassy in Venezuela and the Ministry of Economic Cooperation and Development.

7 October 2021

Expert Meeting: Tunisia



The first expert meeting on Tunisia took place to discuss the country’s current political developments following the decision of Tunisia’s President to dismiss the head of government and suspend the Tunisian parliament in order for a new government to form. An emphasis was laid on the views of our Tunisian alumni from a civil society perspective.

Mentoring Programme

**Interview with mentor Dr Liliia Honcharevych,
alumna of IDL 42, working for the Embassy
of Ukraine in Oslo, Norway**

After we had announced our mentoring programme, you got in touch with us directly and said that you wanted to be a mentor. What motivated you in general to become a mentor, and what motivated you specifically to become a mentor for the alumni network?

Firstly, my own positive experience as a mentor at the Ukrainian Ministry of Foreign Affairs inspired me to do this. And, of course, I was also motivated by my memories of my first steps in diplomacy, during which I would have appreciated a mentor with an established network and people to turn to for advice. It's important to make your own experiences, but sometimes it's helpful to be able to learn from others' mistakes. Secondly, I was motivated by the opportunity to exert a positive social influence. Thirdly, I was in need of a social environment with diplomats from other countries.

The reason why I myself wanted to become a mentor for the alumni network was the fact that I participated in the 42nd International Executive Seminar of IDL. It was a positive experience, and I'd like to give something back.

Which experiences have you already had in mentoring (both as a mentor and as a mentee)?

I have had many experiences at the Ukrainian Ministry of Foreign Affairs, where I mentored an Ukrainian diplomat. I'm now a mentor for diplomats from Slovenia and Romania. Moreover, I have worked in young and creative NGOs and also in mentoring programmes for children living in difficult circumstances.

I would say that mentoring is, for me, a professional, informal partnership in which information is exchanged. This is often not only about success, but also about wrong decisions, mistakes and negative experiences that you can learn important lessons from. Empathy and respect are important preconditions for successful cooperation.

»Per aspera ad astra – reach for the stars.«

If you were able to give your mentees (young diplomats) just one piece of advice, what would that be?

“Per aspera ad astra”, which means “reach for the stars”. After all, work is always key to success.

What personal takeaways has the mentoring programme given you? What can you as a mentor learn from the mentees?

I believe that a mentoring programme is a two-way street. As a mentor, you can help, you receive positive emotions, you can rekindle old contacts and make new ones as well as improve skills in communication and intercultural cooperation. Diplomacy requires life-long training in order to be effective and successful, especially in the event your own country is

fighting for its sovereignty and territorial integrity. The foreign service is, first and foremost, a public service. I firmly believe that a diplomat's job is to listen, build bridges and establish connections. Only when we understand that all of our destinies are intertwined will we be able to overcome the most pressing challenges of our time. At the end of the day, diplomacy is my life's journey! It's important to keep your feet firmly on the ground but your eyes always focused on the world.

Dr Florentina Mărginean
Alumna of EUR-SP and WEP 18;
working for the Embassy of Romania
in Berlin, Germany

In early 2021, once the COVID-19 pandemic hit the entire world, the distances became uniform and forced us all to discover new paths; including in the world of the diplomacy. As the weeks of isolation became months, the Alumni Team at the German Federal Foreign Office offered a creative solution: a mentoring programme organised online; including cross-generational and intercultural exchange, network expansion and specialised knowledge transfer. It reminded us that all is new; yet not that new. We need to share experiences and allow others to inspire us.

Since I had participated in a programme of Training for International Diplomats, I registered, with enthusiasm, for the Mentoring Programme. It turned out to be an innovative solution to the emerging lack of consistent dialogue I experienced during the pandemic. This was a good example of how to create opportunities in a crisis. There were virtual meetings with all the participants in the programme sharing experiences and expectations, which inspired fruitful one-to-one discussions driven by common interests and marked by openness.



Thanks to this great programme, I was able to share ideas with a mentor located in Norway, while being relatively isolated in Berlin. The distance vanished, and we engaged in meaningful conversations. We touched on, among other things, negotiation techniques, time planning strategies and even on graceful tactics of obtaining what you want out of a conversation – without the risk of triggering a diplomatic incident. Hearing of her personal experiences as a diplomat while posted in Berlin and Oslo was truly inspiring.

Maybe everything has already been said about diplomacy, but certainly not to everyone and not in every possible way. New possibilities and methods are conceivable; even during a pandemic, as the Mentorship experience proved. As the American mathematician Tom Lehrer said, “bad weather always looks worse through a window.” For me, the Mentoring Programme demonstrated that engaging in action, armoured in creativity and perseverance, is a way to break through; despite hindrances such as a world-wide pandemic.

»Bad weather
 always looks
 worse through
 a window.«

Disinformation and Diplomacy:

how to detect, differentiate and deter

29.10.21 FINAL DISCUSSION
DAY 05 2:45pm → 4:00pm



The Training for International Diplomats Alumni Team invites its members to many continuing education and training events and has not allowed the pandemic to stand in its way. The online Network Consolidation Programmes on current topics are a part of this approach. The 21st Network Consolidation Programme took place in October 2021 and focused on the topic of disinformation.

This week-long online programme was characterised by diverse individual and institutional contributions, which provided a colourful and informative pro-

gramme including enlivening icebreakers and interactive formats. Short storytelling sessions at the start of the programme days gave the participants many different insights into individual and authentic experiences.

The wide selection of contributions, ranging from analytical concept explanations over a university contribution to the discussion of different NGOs to provide a social context, as well as references to social and traditional media and, last but not least, the international institutional level, led the participants through



Paul Leonhardt
FFO Division for Strategic Communication

it's not a fair fight.
Sometimes the truth does not succeed in reaching the public as much as false information.

SHARING ANALYSIS
"the origin of disinformation could be an..."



Ulrik Haagerup
Constructive Institute

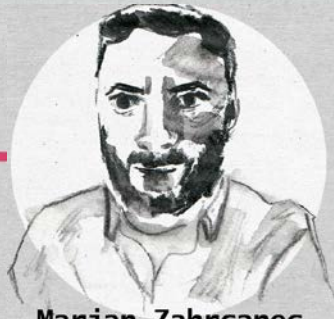
TRUST
?

the next Big Pandemic is going to be **Polarization**

- Journalists**
- have the obligation to look at journalism critically
 - have to be journalists, not activists.
 - often point at extremes, which is not representative of reality.
 - affect political actions in the way they angle news.
 - can't always be objective, but they have to try hard.

When people are **Censored** that opens the door to **MYTH**

the **Risk** of disinformation is that people start believing they can make up their own **"FACTS"**



Marjan Zabrcanec
National Coordinator for Strategic Communication (Republic of North Macedonia)

NEW

Disinformation

21st Network Consolidation Programme
 on »Disinformation and Diplomacy –
 How to detect, differentiate and deter«

Diplomacy is a key instrument to tackle **DISINFORMATION**

COOP with PARTNERS

Things taken **OUT OF CONTEXT** can **DAMAGE** people's lives

++ Utilize international Exchange to counter digital harm

We need to balance deplatforming against freedom of expression.

Marginalized Communities face the **Threats** of Disinformation at a much larger scale!

Disinformation undermines the trust in **Democracy**.

We need to go beyond a **Content-based approach** and look at the problem more **Holistically**.

Helena Schwertheim
 Institute for Strategic Dialogue

to deal with disinformation we created a **Task force**

Our strategy is based on **4 pillars**:

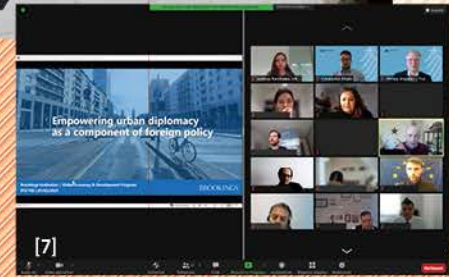
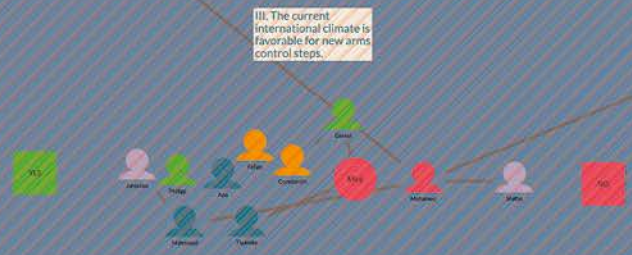
- 1 Active Transparency
- 2 Media Literacy
- 3 Proactively Promoting Public Narratives
- 4 Collaboration

the various types of disinformation in its different formats. The conclusion of this great programme was our panel discussion, graphically captured by our keynote illustrator Salam Shokor – see here.

In this way, the online programme combined expert contributions, discussions and the participants' personal experiences and created scope for intensive networking opportunities through group work and various interactive formats. One of those interactive formats was a workshop which provided participants with many useful insights on how to recognise and approach disinformation

and gave them tools to help them deal with it. Case clinics gave the participants the opportunity to work extensively with experts on cases that spanned political, environmental and social formats, and enabled them to become acquainted with the world of disinformation.

The interactive sessions and the breakout rooms for intensive exchange were among the highlights of this programme. We would like to thank our participants for the lively and frank discussions which contributed significantly to the pleasant atmosphere. We are looking forward to further exchange with you.



»Alumni: Connecting people«

SCIENCE DIPLOMACY IN LATIN AMERICA: LESSONS ON OPENING SPACES FOR A NEW AGENDA

PANELISTS:
 Mariana Torres Laraque, Deputy Director of North America, Central and Caribbean Affairs, Policy, Planning and Strategic Initiatives, Ministry of Foreign Affairs, Mexico
 María Victoria Rodríguez, Director of the Latin American and Caribbean Office, Ministry of Foreign Affairs, Mexico
 María Victoria Rodríguez, Director of the Latin American and Caribbean Office, Ministry of Foreign Affairs, Mexico
 María Victoria Rodríguez, Director of the Latin American and Caribbean Office, Ministry of Foreign Affairs, Mexico

Wednesday June 16th, 17:00 - 18:30 hours (CEST) via Zoom

Join us for a conversation about the opportunities for the region in a post-Covid19 world and discuss with voices from Latin America.

Participation is free of charge.
 Registration: alumni.diplo.de

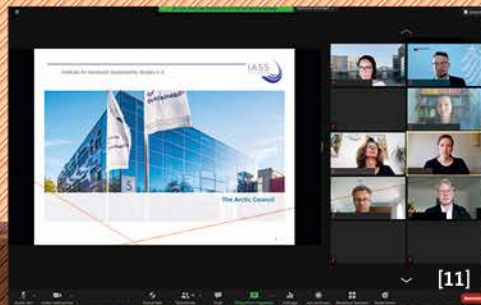


A holistic approach is needed.

1. **with Animal Survival comes Human Survival**

2. **make people aware about what they are Fighting for**

3. **IMMEDIATE ACTION**
 Has to be taken at the local level.
 But how do you link it to the political level?



ICAN
Banning Nuclear Weapons
 International Campaign for the Abolishment of Nuclear Weapons



DEUTSCH- RUNDREDE
 LITTE-RUNDREDE.COM/DEUTSCH- RUNDREDE

Interview mit Dr. Henrich Thälken



Dr. Henrich Thälken
 Reichsminister für Wirtschaft und Klimaschutz
 Mitglied der Bundestag-Delegation

Zu Ihrem Aufgabenbereich gehörte es in einer Digitalstrategie des Auswärtigen Amtes zu entscheiden. Dann wird davon gesprochen, dass Deutschland **EdTech** in der globalen digitalen **Wirtschaft** abhängiger zu werden. Das

2021 Events

19 January, online | Expert Meeting: Lebanon – No. 2

Following the success of the first virtual expert meeting on Lebanon in September 2020, the participants gathered once again for a second online exchange on the current situation and challenges in Lebanon. Lebanese alumni of Training for International Diplomats and the International Parliamentary Scholarship Programme were joined by desk officers for Lebanon from the Federal Foreign Office and the Ministry of Economic Cooperation and Development.

11 March, online | Deutsch-Rundbrief | The first of six editions in 2021 of our “Deutsch-Rundbrief” was sent to 1,100 alumni who have subscribed in order to keep in touch with the German language. [\[12\]](#)

10 March, online | Expert Meeting: Belarus | The first expert meeting on Belarus to discuss the country's current situation brought together Belarusian alumni of Training for International Diplomats and the International Parliamentary Scholarship Programme with desk officers for Belarus from the Federal Foreign Office.

25 March to 18 November, online | Alumni4Alumni: Mentoring Programme | To facilitate exchange and knowledge-sharing within the alumni network, we launched our new format “Alumni4Alumni”, in which alumni become active shapers and creators of our programme portfolio. Starting in spring 2021, a mentoring programme was organised which brought together alumni as mentoring pairs who meet up online on a regular basis over the course of the year, designing their own mentoring processes. Guided by Training for International Diplomats through a common opening event (March), a mid-term meeting (June) and a final meeting (November), the programme concluded with an in-person get-together dinner (18 November) for those participants residing in Berlin.

12 to 14 April, online | Conference: Diplomacy for Inclusion – for an Inclusive Diplomacy | Bringing together 20 diplomats, experts, executives and scholars from 13 different countries, the conference addressed the role of foreign policy and diplomacy in promoting inclusion as well as the importance of practising diversity and inclusion in diplomacy itself. The participants defined various dimensions of diversity and inclusion, discussed their role

in the 2030 Agenda and explored challenges of inclusion in times of crisis, in particular in the context of COVID-19. They also reflected on how to foster inclusive diplomacy by sharing best practices on inclusive initiatives. Through theory-based lectures, policy-focused debates and practical exercises, participants gained insights from experts and deepened their knowledge in the respective areas.

14 to 16 April, online | Conference: Nuclear Disarmament – a World Without Nuclear Weapons? | This online conference, in which 12 diplomats, experts, executives and scholars from 12 different countries participated, focused on the function of essential parts of the current nuclear framework as well as on a wide range of the most pressing issues concerning nuclear disarmament. Participants developed their own disarmament strategies within various formats. [\[3, 13\]](#)

20 April, online | Expert Meeting: Venezuela | The first expert meeting on Venezuela to discuss the country's current situation brought together Venezuelan alumni of Training for International Diplomats and the International Parliamentary Scholarship Programme with desk officers for Venezuela from the Federal Foreign Office, the German Embassy in Venezuela and the Ministry of Economic Cooperation and Development.

21 April to 24 November, online | Series: “A Journey through the Federal Foreign Office” | To enable our alumni network to gain an even deeper insight into German foreign policy, especially in times of COVID-19 restrictions, this online series was designed to open the doors of the Federal Foreign Office at least virtually and invite our alumni for a journey through the different divisions and working structures of the German ministry. The aim of the series was to allow alumni and desk officers of the Federal Foreign Office (FFO) in Berlin to become acquainted with one another and foster exchange and expertise beyond the alumni network. Through informative and interactive online sessions, FFO desk officers presented their fields of work, roles and division structures to their international colleagues. Furthermore, our alumni were invited to bring along their own colleagues from their respective foreign ministries who work in policy fields related to the relevant topic of the event.

21 April: Memorial Culture: Special Representative for Jewish Organisations in the FFO

11 May: Virtual Diplomacy 2.0: Division for (Online) Conference Preparation of German Chairmanships and Presidencies

25 May: Crisis Management and Conflict Prevention: Exchange with Minister of State Niels Annen

10 June: Coordination of German and European Foreign Policy: the FFO's European Correspondent

17 June: Strategies and Measures of Corruption Prevention: FFO Commissioner for Corruption Prevention

28 September: Implementation of the Sustainable Development Goals: Division for International Cooperation for Sustainable Development

1 November: Sustainable Energy Policy: Division for Foreign Policy Aspects, Public Diplomacy in the Sphere of Energy Transition/Decarbonisation

24 November: Nexus Climate and Security: Division for International Climate and Environmental Policy

28 April, online | Alumni4Alumni: Panel Talk | Alumnus Pratyush Sharma organised and implemented a panel discussion for fellow alumni on “The SDGs in the Era of the Pandemic and the Right to Development”. Shedding light on the COVID-19 pandemic and its impact on the implementation of the 2030 Agenda, he provided valuable insights for the guests and speakers attending.

3 to 7 May, online | Network Consolidation Programme: City Diplomacy – Diplomacy on Every Level | This Network Consolidation Programme for 22 participants from 19 different countries addressed the current state of city diplomacy and its various forms, as well as a wide range of the most vital issues concerning city diplomacy, putting an emphasis on climate change, migration, city-to-foreign-government relations, smart cities and cross-border cooperation. [1,7]

26 May, online | Panel discussion: The Arctic – Increased Vulnerability of a Highly Sensitive Region | The virtual panel discussion on “The Arctic: Increased Vulnerability of a Highly Sensitive Region” consisted of three individual input sessions dedicated to the impact of climate change on the rich environment of the Arctic, economic implications and risks arising from environmental change in the Arctic, and the Arctic Council, the engagement of indigenous populations and Germany's engagement in the Arctic Council. [11]

9 June, online Alumni4Alumni: Workshop – Digital/Smart International Cooperation | Our alumna Ericka Toledo Zurita offered an online workshop on “Digital/Smart International Cooperation” for her fellow alumni, in which they explored current trends and experiences gathered, as cooperation agents and institutions innovate and transition towards a new diplomacy for the post-COVID world.

10 June, online German Language Course | Due to high interest we opened up a fourth German language online course for our alumni.

11 June, online | Alumni4Alumni: Panel Talk | Alumnus Jarostaw Bajaczyk organised and moderated a panel discussion for fellow alumni on the topic of “Economic Diplomacy vs Value-Based Foreign Policy: The Case of Germany,” shedding light on the overlaps and conflicts between economic interests and human rights in diplomacy.

16 June, online | Alumni4Alumni: Panel Talk | Our alumni Karina Aquino Valle and Paula Sanmiguel organised and implemented a panel discussion for fellow alumni on the topic of “Science Diplomacy in Latin America: Lessons on Opening Spaces for a New Agenda”. [8]

23 June, online | Alumni4Alumni: Panel Talk | Alumnus Mahmoud Javadi concluded our series with his panel discussion for fellow alumni on the topic of “Science Diplomacy and Its Answers for Iran-GCC Tensions”. [2]

28 June to 2 July, online | Network Consolidation Programme: “Diplomacy for Sustainability: Let's Talk Climate” | The melting of the poles, more frequent and severe natural disasters, the outbreak of the COVID-19 pandemic, increasing migration flows, etc. – today climate change significantly influences states' foreign policy agendas. Participants therefore discussed more sustainable and climate-oriented approaches to foreign policy with policy experts, scientists, activists and one another. Participants played an active role by giving short country reports and working on future scenarios in small groups. In this way, the programme encouraged in-depth dialogue on the topic and focused on identifying long-lasting solutions for tackling climate change. [10]

13 July | Alumni Rendez-Vous: Berlin Programme | Participants of the 2020 Berlin-Programme based in Berlin were finally able to meet in person for a tour of the German capital. Alumni not in Berlin on that day joined the tour via video. [5]

22 to 26 August, Bonn | Scholarships: Summer Academy on “Artificial Intelligence and International Relations” | We were allowed to nominate two alumni to participate in the opening conference of the Academy of International Affairs in North Rhine-Westphalia. Thank you for this offer!

23 to 27 August, online | Scholarships: Summer Academy of the UN Knowledge Center for Sustainable Development | For the sixth time in succession, Training for International Diplomats in cooperation with the United Nations System Staff College (UNSSC) enabled 11 alumni to participate in this year's UN Summer Academy. One scholarship for an alumnus of the International Parliamentary Scholarship (IPS) was financed by the German Bundestag. Thanks go to both partners for the successful cooperation! [14]

23 August to 3 September, online Scholarships: Summer School of Modern Diplomacy of the UNU-CRIS | For the first time, we were also able to invite six alumni to join the School of Modern Diplomacy organised by the United Nations University Institute on Comparative Regional Inte-

gration Studies (UNU-CRIS). Again, one scholarship for an alumnus of IPS was financed by the Bundestag. We are grateful for this cooperation.

13 to 17 September, Berlin | Network Consolidation Programme: Peace Mediation & Crisis Diplomacy in Action – Mediation and Dialogue in Polarised and Divided Societies | Organised in close cooperation with the Center for Peace Mediation at the European University Viadrina, Frankfurt (Oder), the programme brought 14 participants from 14 different countries to Berlin. Under the guidance of Prof. Lars Kirchhoff, Dr Anne Holper and Anna Dick, it focused on contemporary possibilities for mediation, especially in the context of societal polarisation and division as well as distrust of political systems and procedures. Participants interactively explored mediation techniques and potential in conflict settings and developed strategies for tackling different crisis scenarios brought about by societal polarisation and division dynamics. [4, 9]

8 September, Kyiv | German Ambassador Anka Feldhusen in Ukraine invited alumni in Kyiv for a reception. [6]

9 September, Warsaw | Polish alumni of various programmes and courses were invited to an alumni event at the German Embassy in Warsaw.

15 September, Kyiv | Deutsch-Treff // German get-together | After a long break due to the pandemic, our Deutsch-Treff could finally be resumed in Kyiv. Up to ten alumni met once a week to talk about Germany and practise their German.

6 October, Berlin | Alumni Rendez-Vous: Diplomaten Symposium | Due to the pandemic, the second half of the 2020 training “Diplomaten Symposium” had to take place online, although the participating diplomats were all based in Berlin. Once circumstances allowed us to meet safely again in person, a belated end-of-programme dinner was held at the Arminius-Markthalle in Berlin.

7 October, online | Expert Meeting: Tunisia | The first expert meeting on Tunisia to discuss the country’s current political developments and future took place online, bringing together Tunisian alumni of Training for International Diplomats and the International Parliamentary Scholarship Programme with desk officers for Tunisia from the Federal Foreign Office, the Ministry of Economic Cooperation and Development and staff at the German Embassy in Tunis.

25 to 29 October, online | Network Consolidation Programme: Disinformation and Diplomacy – How to Detect, Differentiate and Deter | During the programme, participants learned about the emergence of disinformation and its goals and challenges for international politics. They discussed with diplomats, experts and activists the impacts on actors within the international and national sphere, were provided with workshops to learn about tools and mechanisms used by experts to detect and deter disinformation and had the opportunity to address their own questions.

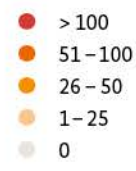
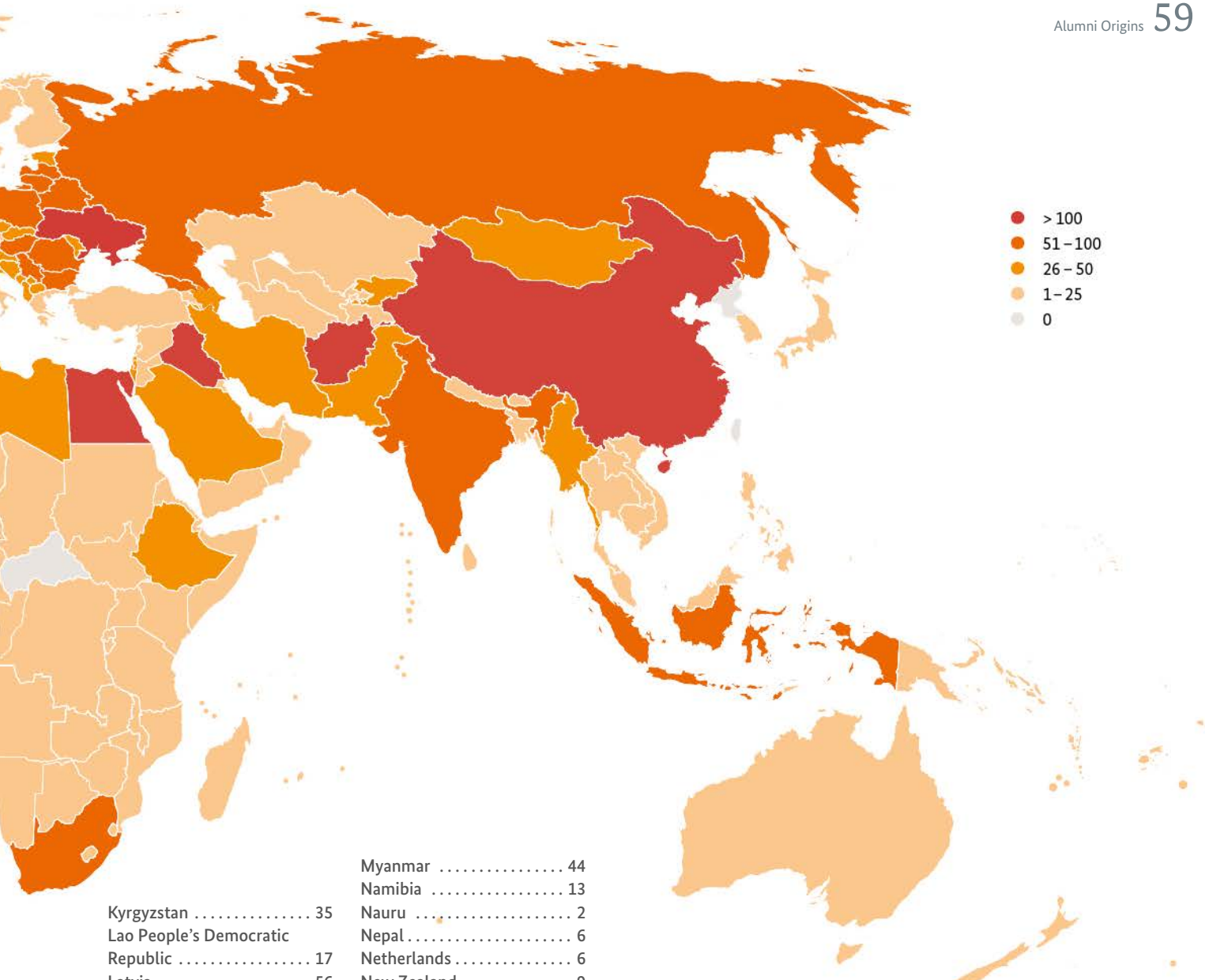
23 November, online | Berlin Foreign Policy Forum 2021 on “Chances in Change: German Foreign Policy in an Era of Transformation” – invitation by the Körber-Stiftung | The Körber-Stiftung kindly invited us to nominate alumni for participation in the Berlin Foreign Policy Forum, which it hosts in cooperation with the Federal Foreign Office and which has emerged as the most important annual foreign policy gathering in Berlin. Reflecting Berlin’s significance in international affairs, the Berlin Foreign Policy Forum brings together high-ranking national and international politicians, government representatives, experts and journalists to discuss the foreign policy challenges facing Germany and Europe.

29 November to 1 December, online | Conference: Detecting and Fighting Corruption – Approaches for Diplomacy & Foreign Policy | In this conference, participants learned about the definition, mechanisms and various forms of corruption, and were presented with approaches to detect, analyse and fight corrupt structures.

2 December, online | Expert exchange: Germany’s New Government Coalition – An Opportunity for Strategic Diplomacy? | Shortly before the new German Government signed the coalition treaty, our alumni had the chance to discuss with former Ambassador Dr Hans-Dieter Heumann what might lie ahead for German foreign policy. Dr Heumann, also former president of the Federal Academy for Security Policy and currently a lecturer at the Rheinische Friedrich-Wilhelms-Universität Bonn, published a book on strategic diplomacy last year, which he introduced in the course of the meeting.

6 December, online | Workshop: Negotiation Training | Alumni of our network were given the opportunity to take part in a full-day negotiation workshop conducted by Frans Schram, who has over ten years of experience as a trainer and consultant in the fields of negotiation, mediation, intercultural dialogue and diplomacy. Great importance was attached to the participants being able to implement the knowledge they acquired through various simulations.

8 and 15 December, online | Training: Peace Mediation & Crisis Diplomacy in Action: Mediation and Dialogue in Polarised and Divided Societies | As a short version of the on-site training in September we offered this online course for those participants who were not able to travel to Berlin because of COVID-19 restrictions. Again, the course was organised in close cooperation with the Center for Peace Mediation at the European University Viadrina, Frankfurt (Oder).



Kyrgyzstan	35	Myanmar	44	Senegal	4	Timor-Leste	1
Lao People's Democratic Republic	17	Namibia	13	Serbia	51	Togo	7
Latvia	56	Nauru	2	Seychelles	7	Tonga	3
Lebanon	13	Nepal	6	Sierra Leone	4	Trinidad and Tobago	4
Lesotho	7	Netherlands	6	Singapore	8	Tunisia	67
Liberia	8	New Zealand	9	Slovakia	42	Turkey	25
Libya	31	Nicaragua	10	Slovenia	29	Turkmenistan	25
Lithuania	56	Niger	5	Solomon Islands	2	Tuvalu	1
Luxembourg	4	Nigeria	10	Somalia	2	Uganda	9
Madagascar	5	North Macedonia, Republic	47	South Africa	84	Ukraine	246
Malawi	8	Norway	7	South Sudan	18	United Arab Emirates	16
Malaysia	19	Oman	16	Spain	2	United Kingdom	10
Maldives	6	Pakistan	37	Sri Lanka	22	United States of America	16
Mali	5	Palau	2	St. Kitts and Nevis	6	Uruguay	13
Malta	4	Palestinian territories	35	St. Lucia	2	Uzbekistan	24
Marshall Islands	3	Panama	9	Sudan	13	Vanuatu	4
Mauritania	12	Papua New Guinea	3	Suriname	5	Venezuela, Bolivarian Republic	8
Mauritius	9	Paraguay	15	Sweden	6	Vietnam	20
Mexico	93	Peru	14	Switzerland	4	Yemen	18
Micronesia, Federated States of	1	Philippines	9	Syria, Arab Republic	11	Zambia	11
Moldova, Republic	40	Poland	54	Tajikistan	17	Zimbabwe	10
Mongolia	30	Portugal	3	Tanzania, United Republic	13		
Montenegro	27	Qatar	7	Thailand	18		
Morocco	27	Romania	55				
Mozambique	2	Russian Federation	59				
		Rwanda	5				
		Samoa	3				
		São Tomé and Príncipe	2				
		Saudi Arabia	27				

Moving

THE AMERICAS

Eirliani Abdul Rahman (Singapore)

Has moved on to ... **Boston, USA**

Participant of: **IDP 2, WEP-OK, GDL, GDF WS, RNM New Delhi**

Roberta Alvim (Brazil)

Has moved on to ... **Brasília, Brazil**

Participant of: **IF 17**

Dulguun Batmunkh (Mongolia)

Has moved on to ... **San Francisco, USA**

Participant of: **OS Inclusion, GDL**

Etrit Bekteshi (Albania)

Has moved on to ... **New York City, USA**

Participant of: **IDL 31, DK 5, WEP 9, WEP 18**

Ricardo Augusto Berna Meneses (Panama)

Has moved on to ... **Panama City, Panama**

Participant of: **LAK 7, WEP 21, RNM Mexico City, RNM Tbilisi**

Abdallah Brahimi (Algeria)

Has moved on to ... **Montréal, Canada**

Participant of: **RNM Nairobi, GDL**

Lashinka Dilini Dammullage (Sri Lanka)

Has moved on to ... **Ottawa, Canada**

Participant of: **ASP 5, RNM New Delhi**

Kurt Davis (Jamaica)

Has moved on to ... **New York City, USA**

Participant of: **LAK 6**

Citra Fatimah (Indonesia)

Has moved on to ... **California, USA**

Participant of: **IF 18**

María Fernanda Gómez Astudillo (Chile)

Has moved on to ... **Santiago, Chile**

Participant of: **LAK 9**

Victoria Khaladzy (Ukraine)

Has moved on to ... **Washington D.C., USA**

Participant of: **HLEP 2018, WEP 12, RNM Kiew III**

Sofia Machado (Argentina)

Has moved on to ... **Buenos Aires, Argentina**

Participant of: **LAK 8**

Nicolas Alberto Mejía Riaño (Colombia)

Has moved on to ... **Bogotá, Colombia**

Participant of: **LAK 8**

Andrea Muller (Marshall Islands)

Has moved on to ... **New York City, USA**

Participant of: **ASP 11**

Carlota Ramos (Brazil)

Has moved on to ... **Lima, Peru**

Participant of: **IF 13**

Patricia Reid (Canada)

Has moved on to ... **Sao Paulo, Brazil**

Participant of: **IDL 42**

Mario Riestra (Mexico)

Has moved on to ... **Mexico City, Mexico**

Participant of: **IF 1**

Seint Shwe Zin (Myanmar)

Has moved on to ... **Washington D.C., USA**

Participant of: **MMR 2**

Gretchen Tietje (USA)

Has moved on to ... **Washington D.C., USA**

Participant of: **IDL 40**

Jorge Umaña Vargas (Costa Rica)

Has moved on to ... **Toronto, Canada**

Participant of: **LAK 5**

Erwan Varas (Chile)

Has moved on to ... **Santiago, Chile**

Participant of: **LAK 1, RNM Rio**

Adil Khlifi (Morocco)

Has moved on to ... **Dakar, Senegal**

Participant of: **MAG 2, WEP 3, WEP-OK, UNSSC Summer Academy**

Jovan Reid (Barbados)

Has moved on to ... **Nairobi, Kenya**

Participant of: **KAPA**

Chiheb Zayani (Tunisia)

Has moved on to ... **Pretoria, South Africa**

Participant of: **TUN 1**

EUROPE

Enass Alshahwan (Saudi Arabia)

Has moved on to ... **Sweden**

Participant of: **NMO 12, RNM Istanbul**

Tiyamike Banda (Malawi)

Has moved on to ... **Geneva, Switzerland**

Participant of: **AFR 11, OS-Disarmament**

Silvia Davidoiu (Romania)

Has moved on to ... **Belgrade, Serbia**

Participant of: **MOE 6**

Roberts Fedosejevs (Latvia)

Has moved on to ... **Kyiv, Ukraine**

Participant of: **IDL 38, WEP 7, WEP 20, WEP 21, RNM Kyiv II, RNM Kyiv III**

Tamara Gómez Marín (Costa Rica)

Has moved on to ... **Rome, Italy**

Participant of: **LAK 14, WEP 20, GDL**

Estefanía González (Colombia)

Has moved on to ... **Frankfurt am Main, Germany**

Participant of: **IDL 42**

Louisa Heneghan (Ireland)

Has moved on to ... **Dublin, Ireland**

Participant of: **EUR SP, OS-Inclusion**

Mahmoud Javadi (Iran)

Has moved on to ... **Florence, Italy**

Participant of: **NMO18, WEP15, OS-Disarmament, OS-PT, GDL**

AFRICA

Deyan Katratchev (Bulgaria)

Has moved on to ... **Cairo, Egypt**

Participant of: **DK 3, MOE 25**

On

In a constantly growing network – with more than 4,200 people all around the world – knowing who is where is as hard as it is crucial. We place great value on keeping in touch with our alumni. “MovingOn” is our online form for updating contact details, supporting communication on two levels: among you and your network as well as between our alumni and us. Find out more about our alumni who had a change of scene.

Tea Jijelava (Georgia)

Has moved on to ... **Brussels, Belgium**
Participant of: **IDL 35, WEP 11**

Mateja Kracun (Slovenia)

Has moved on to ... **Ljubljana, Slovenia**
Participant of: **MOE 15**

Goran Križ (Slovenia)

Has moved on to ... **Berlin, Germany**
Participant of: **MOE 8**

Gabija Lukšaitė (Lithuania)

Has moved on to ... **Vienna, Austria**
Participant of: **IDL 43**

Nurana Mammadova (Azerbaijan)

Has moved on to ... **Oxford, UK**
Participant of: **OS-Inclusion, GDL**

João Guilherme Maranhão (Brazil)

Has moved on to ... **Brussels, Belgium**
Participant of: **IF 12**

Alexandrina Panaite-Cserkés (Romania)

Has moved on to ... **Bucharest, Romania**
Participant of: **IDL 31, WEP 10, WEP 15, OS-Anti-Corruption**

Lidija Pansegrau Hadrović (Croatia)

Has moved on to ... **Zagreb, Croatia**
Participant of: **MOE 17, DK 2**

Stephanie Payano (Dominican Republic)

Has moved on to ... **Berlin, Germany**
Participant of: **LAK 14, WEP 18**

Banu Pekol (Turkey)

Has moved on to ... **Tübingen, Germany**
Participant of: **GDL, RNM Budva, WEP 12**

Alexander Pinz (Germany)

Has moved on to ... **Langen, Germany**
Participant of: **IF 3, WEP-OK**

Ana Maria Popeia (Romania)

Has moved on to ... **Prague, Czech Republic**
Participant of: **IDL 32, DK 8, WEP 10**

Sanja Radulovic (Montenegro)

Has moved on to ... **Podgorica, Montenegro**
Participant of: **WB 6**

Jasdeep Randhawa (India)

Has moved on to ... **Bonn, Germany**
Participant of: **WEP 12, WEP 18, UNSSC Summer Academy**

Frauke Rinelli (Germany)

Has moved on to ... **Berlin, Germany**
Participant of: **IF 17, WEP 19**

Mario Rodriguez (Guatemala)

Has moved on to ... **Geneva, Switzerland**
Participant of: **LAK 14**

Manuel J. Saldías Kuhlmann (Chile)

Has moved on to ... **Gothenburg, Sweden**
Participant of: **IDL 35, WEP 10**

Trinidad Saona (Chile)

Has moved on to ... **Brussels, Belgium**
Participant of: **GDL, LAK 7**

Francisco Ulloa (Chile)

Has moved on to ... **Berlin, Germany**
Participant of: **LAK 12**

Katja Vukotić (Montenegro)

Has moved on to ... **Athens, Greece**
Participant of: **WB 9**

Enis Xhemaili (Kosovo)

Has moved on to ... **Kosovo**
Participant of: **WB 6, WEP 18**

ASIA

Mourad Abdallah Otsmane (Algerian)

Has moved on to ... **Riyadh, Saudi Arabia**
Participant of: **MAG 2, RNM Addis Ababa**

Dragana Anđelić (Bosnia and Herzegovina)

Has moved on to ... **Ankara, Turkey**
Participant of: **MOE 10, RNM Budva**

Abdelrahman Atta (Egypt)

Has moved on to ... **Jeddah, Saudi Arabia**
Participant of: **EGY 5**

Ahmet Çörekcioglu (Turkey)

Has moved on to ... **Ankara, Turkey**
Participant of: **WEP 18, WEP 20**

Jasmin Gagula (Bosnia and Herzegovina)

Has moved on to ... **Tel Aviv, Israel**
Participant of: **BIH 1**

Hadi Hachem (Lebanon)

Has moved on to ... **Beirut, Lebanon**
Participant of: **IDP 1**

Stephan Langley (USA)

Has moved on to ... **Almaty, Kazakhstan**
Participant of: **IDL 42**

Ana Lominadze (Georgia)

Has moved on to ... **Tbilisi, Georgia**
Participant of: **IDL 37, RNM Istanbul**

Jan Lundin (Sweden)

Has moved on to ... **Saint Petersburg, Russia**
Participant of: **EU, WEP 12, RNM Budva**

Faisal Majeed (Pakistan)

Has moved on to ... **Kuwait**
Participant of: **OS-Inclusion**

Dalibor Mička (Czech Republic)

Has moved on to ... **Manila, Philippines**
Participant of: **EUR SP**

Maipelo Mogotsi (Botswana)

Has moved on to ... **Niigata, Japan**
Participant of: **AFR 3, RNM Jakarta**

Mahfuzur Rahman (Bangladesh)

Has moved on to ... **Phnom Penh, Cambodia**
Participant of: **MOE 22**

Dumitru Socolan (Moldova)

Has moved on to ... **Tokyo, Japan**
Participant of: **MOE 8**

Carmen Valeria Solis Rivera (Mexico)

Has moved on to ... **Tokyo, Japan**
Participant of: **IDL 35**

*Disclaimer: Data was collected Dec 2021.

2021



Alumni City Hotspots

Our alumni are spread across 384 cities in 183 countries, an increase from the previous year. The attached map features cities in which at least ten alumni were living in 2021: our alumni city hotspots. This snapshot allows us to take a look at the lives and career paths of former participants in our programmes. It clearly shows that Training for International Diplomats reflects Germany's foreign policy priorities and does indeed create a worldwide network of partners and friends.

With 448 alumni living in the city, Berlin continues to be by far the biggest alumni city cluster. This is likely to be a sign of the special interest of our former participants in Germany

All maps are depicted here for illustrative purposes only; there are in no way an official statement by the Federal Republic of Germany regarding possible disputed legal claims by third countries.

Alumni Hotspots



*Disclaimer: statistics are from December 2021.

and Germany's foreign affairs. Berlin is followed by Kyiv with 165, Beijing with 147 and Cairo with 143 alumni. These alumni clusters, the capitals of Ukraine, China, and Egypt, are not surprising as they represent some of our largest and longest-standing nation-specific programmes.

Furthermore, with Brussels (77), New York (50) and Washington, DC (47) there are three cities with a strong international orientation in the top 20, indicating that many of our alumni have found jobs with international organisations, in the hotspots of multilateral diplomacy.

In addition, the representation of our alumni is very high in former Soviet countries like Belarus with Minsk (41), the Russian Federation with Moscow (40) and Latvia with Riga (40), which can be interpreted as a result of the success of our first programmes for Diplomats from Central and Eastern Europe.

We look forward to new hotspots being added to this map as our alumni network continues to grow. For in almost every capital and larger city there are at least a few alumni. We are also keen to find out whether there will be even more movement once the COVID-19 crisis has come to an end – when personal meetings in our city hotspots and all other places will be much easier again.



New Zealand

Inclusive, Innovative, Insightful: Traditional Meets Non-Traditional Diplomacy



The Global Diplomacy Lab (GDL) is a diverse platform for co-creating innovative and more inclusive approaches to diplomacy. Under the patronage of the Federal Foreign Minister and with the support of five Leading Partners from the public and private sectors, the GDL is working towards Diplomacy 4.0. The core focus of the concept lies on multi-stakeholder solutions where global and local opportunities and challenges are linked to create the best possible solutions for current political challenges.

The Global Diplomacy Lab empowers its nearly 300 members to co-create and work on self-initiated projects focusing on a wide range of issues such as water diplomacy, inclusive city design and the engagement of rural communities in global politics. The GDL's strongest asset is its diverse network. Its members come from different cultural and professional backgrounds and are both traditional and non-traditional diplomats who bring their unique perspectives to the table. Collectively, they strive to find innovative solutions for some of the major issues our societies are facing.



Learn more about the
Global Diplomacy Lab
on our website:
global-diplomacy-lab.org



Global Diplomacy Lab

rE-Connect amidst the Pandemic



The COVID-19 pandemic has exposed the fault lines in multilateralism and the challenges of partnerships tackling long-term global challenges from migration to climate change. In this context, the role of the Global Diplomacy Lab in exploring a more inclusive diplomacy becomes highly significant. The series of online sessions “rE-Connect amidst the global pandemic” was a celebration of this commitment, as well as a call to members to create meaningful opportunities for the collective action, trust and solidarity that are more necessary than ever in the context of the current crises.

Alongside discussion of various other topics, the GDL’s first ever policy brief was also presented during the rE-Connect. It describes three opportunities to counteract immediate challenges we are facing right now and was co-created by 13 GDL members from 13 countries using Foresight Methodology. The rE-Connect came to a close with the universal language of music. A virtual concert featured three artists from three different continents who use their music to support and shape political activism and diplomacy.



Illustration © Julie August

https://global-diplomacy-lab.org/files/gdl_policy_brief.pdf

From Southern Transylvania to Mumbai to Mexico: 3 Labs for Diplomacy 4.0

The Labs are one of the main features of the GDL. This is where the co-creation process takes place as part of an interdisciplinary and intercultural undertaking in which members interact in person or virtually – among themselves as well as with project partners and challenge holders – and where new networks are formed.

Global Leadership and SDGs: What Role for Local Communities?

Hosted by Stefan Cibian and the Făgăraș Research Institute and supported by many local partner organisations, ranging from the municipal authorities to civil society organisations and the local church, this Lab encouraged participants to ask critical questions about the role of local communities – like that of Făgăraș, Romania – in the context of global affairs.

The Impact of Urban Design on Inclusive Cities

Hosted by the Red Dot Foundation and co-organised by GDL members Elsa Marie D’Silva, Eirliani Abdul Rahman and Rudrani Dasgupta, the Lab in India invited participants to think about the impact of urban design on inclusive cities and to contribute to building a more inclusive and safer city for all inhabitants. The Lab provided an excellent opportunity to develop and try out a model for an inclusive city that could also be applied elsewhere.

Social Innovation to Address the Nexus of Human Mobility and Development

Organised by GDL members Edna Martinez and Carolina Sheinfeld and co-hosted by UNDP Mexico, this Lab aimed to co-design a proof of concept for the collective implementation of the Comprehensive Development Plan in order to examine the phenomenon of ongoing migration at the border between El Salvador, Guatemala and Mexico from the perspectives of sustainability, social justice and economic growth.

The GDL’s First Ever Policy Brief: Proactively Managing Global Challenges



To identify and assess global challenges and develop innovative, comprehensive and robust strategic policy options to address the most critical of these challenges, 13 members of the Global Diplomacy Lab from 13 different countries met in March 2021 in a series of online workshops. They used the Foresight Intelligence methodology to design the GDL’s first ever policy brief.

The members chose the following critical global challenges that urgently require attention: the emergence of climate tipping points that would intensify global warming, global shocks triggering a severe global economic crisis, and the further erosion of multilateralism through a decline in the legitimacy of international institutions and adverse behaviour by influential states. Three strategic options were proposed to address these challenges. Firstly, the UN could implement a binding zero-emission mechanism to reduce the risks that tipping points will occur. Secondly, the UN could develop guidelines and protocols for anti-protectionist measures in the post-COVID period to create a more equitable global economic system that is more resistant to shocks. Thirdly, the UN could establish regional Security Councils to strengthen the effectiveness and legitimacy of the UN to avoid further erosion of the liberal international order.

To identify the critical challenges affecting the goals mentioned above, the group first engaged in a horizon scanning exercise to identify many different challenges. Subsequently, the participants assessed all of these challenges in terms of their likelihood and impact. From the likelihood-impact diagram they then selected three challenges that are particularly likely to occur and would have a relatively high impact. In making their choice, the group also considered the impact of certain challenges on others.

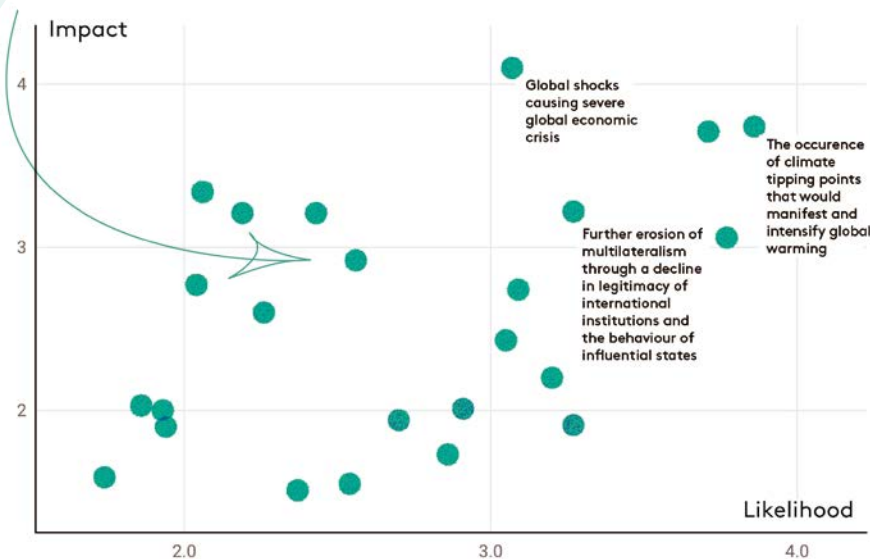
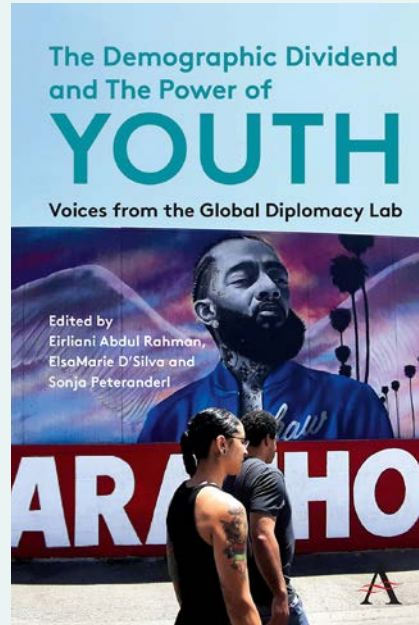


Illustration © Julie August

https://global-diplomacy-lab.org/files/gdl_policy_brief.pdf



Book Launch: The Demographic Dividend and the Power of Youth – Voices from the Global Diplomacy Lab

GDL members Eirliani Abdul Rahman, Elsa Marie D'Silva and Sonja Peteranderl initiated and edited a compendium following up on the findings of the GDL's curriculum on the demographic dividend with contributions by many inspiring voices from the GDL and beyond. On the day of publication, they invited authors and high-level officials to discuss the arguments presented in the book. Among the participants was Dr Philipp Ackermann, Director-General at the Federal Foreign Office, who signalled interest in collaborating further on the topic.

Young people worldwide are crucial to fostering positive social, political, cultural and economic change. Hence, members who participated in the Labs in Accra, Ghana, and Berlin in 2019, which focused on the demographic dividend in Africa, applied the concepts to their own different backgrounds. In their essays, they spotlight good practices of how governments and institutions can effectively manage and tap the demographic dividend for the success of all and highlight the role young people can play as actors of change.



The World of the GDL Explained in 5 Modules: The Publication

Be it for new members, partners or interested traditional and non-traditional diplomats – it's not easy to wrap your head around what the Global Diplomacy Lab is and what it's looking to achieve. The GDL's network is complicated, its output diverse and sometimes hard to measure. In order to get a clearer sense of self-understanding and to communicate clearly to both internal and external stakeholders what the GDL is, how its network structure works and what it is looking to achieve, the GDL Secretariat embarked on the mission of writing up a five-part publication.

Members, Partners, Labs, Activities, and Strategy – each of the modules focuses on one specific aspect and then provides a thorough insight into the inner workings of the GDL in that area. In December 2021 after many brainstorming sessions, reviews and edits, the project was finally wrapped up and printed. A digital version uses Augmented Reality elements to provide interested readers with more stories, facts and figures from within the network and takes them on a journey of discovery into the world of inclusive diplomacy and the Global Diplomacy Lab itself.



[https://global-diplomacy-lab.org/
activities/gdl-publication/](https://global-diplomacy-lab.org/activities/gdl-publication/)

A Hybrid Presentation: The GDL Strategy for Diplomacy 4.0

Unaware of how important it would become, the strategy working group put special emphasis on the context in which the Global Diplomacy Lab works: a rapidly changing world. Their conclusion was that dealing with uncertainty is key when setting strategic goals or establishing an action plan. This resilience proved its worth when, instead of an in-person meeting with more than 50% of the membership, comprising around 150 people from more than 70 countries, everything had to be moved online within the timeframe of one month.



In a virtual prE-Summit programme in 2020 featuring 21 sessions, GDL members learned what it means to lead inclusive participatory formats online – as they were doing so themselves throughout the programme. They were still striving to develop a more inclusive diplomacy yet used very different tools and formats from those originally envisaged. Learning from this, a year later when planning for the Summit was under way again, they took a hybrid concept as the basis from the start, facilitating the subsequent necessary transformation into another online-only meeting, the GDL rE-Connect. This time, the online setting was used very differently to create a moment of connection within the GDL community.

But can a series of online meetings spark engagement? Yes, it can! Some of the new members who joined GDL during the pandemic became elected decision-makers in the governance structure and assumed responsibilities in the working groups that took over the strategy for further implementation.

Each of these working groups focused on a different strategy area: member charter, communication, financial sustainability, and impact. They all, however, have one over-arching goal: Diplomacy 4.0. That lies at the heart of everything the GDL does.

Diplomacy 1.0 = government-to-government

Diplomacy 2.0 = track 2 diplomacy, i.e. government-to-government plus experts from relevant fields

Diplomacy 3.0 = people-to-people dialogues, i.e. NGO to NGO, business to business

Diplomacy 4.0 = multi-stakeholder, i.e. bringing all actors together; everyone participates and is heard, i.e. the sum of Diplomacy 1.0 to 3.0.

With new and established members from different continents and professional fields present in each group, a multiplicity of perspectives was secured. For strategic development, this is important on two levels: process and result. In terms of process, the diversity of perspectives creates tensions as well as a constant opportunity for mutual learning. The results, from member charter to action plan, mirror the diversity of GDL and are truly member-owned.



Impact

DIPLOMACY IS MORE

Long-Term Outcomes

Traditional and non-traditional diplomats are enabled

Diplomatic and non-diplomatic institutions are enabled

Know
inclus
cr
dis

Short-Term Outcomes

Member-driven initiatives, projects, collaborations

Initiatives by members in collaboration with partners and other organisations

Outputs

Empowering GDL Members

- Personal & professional capacities
- Joint projects
- Personal networks

Actions

Fertile ground

Incubator Labs

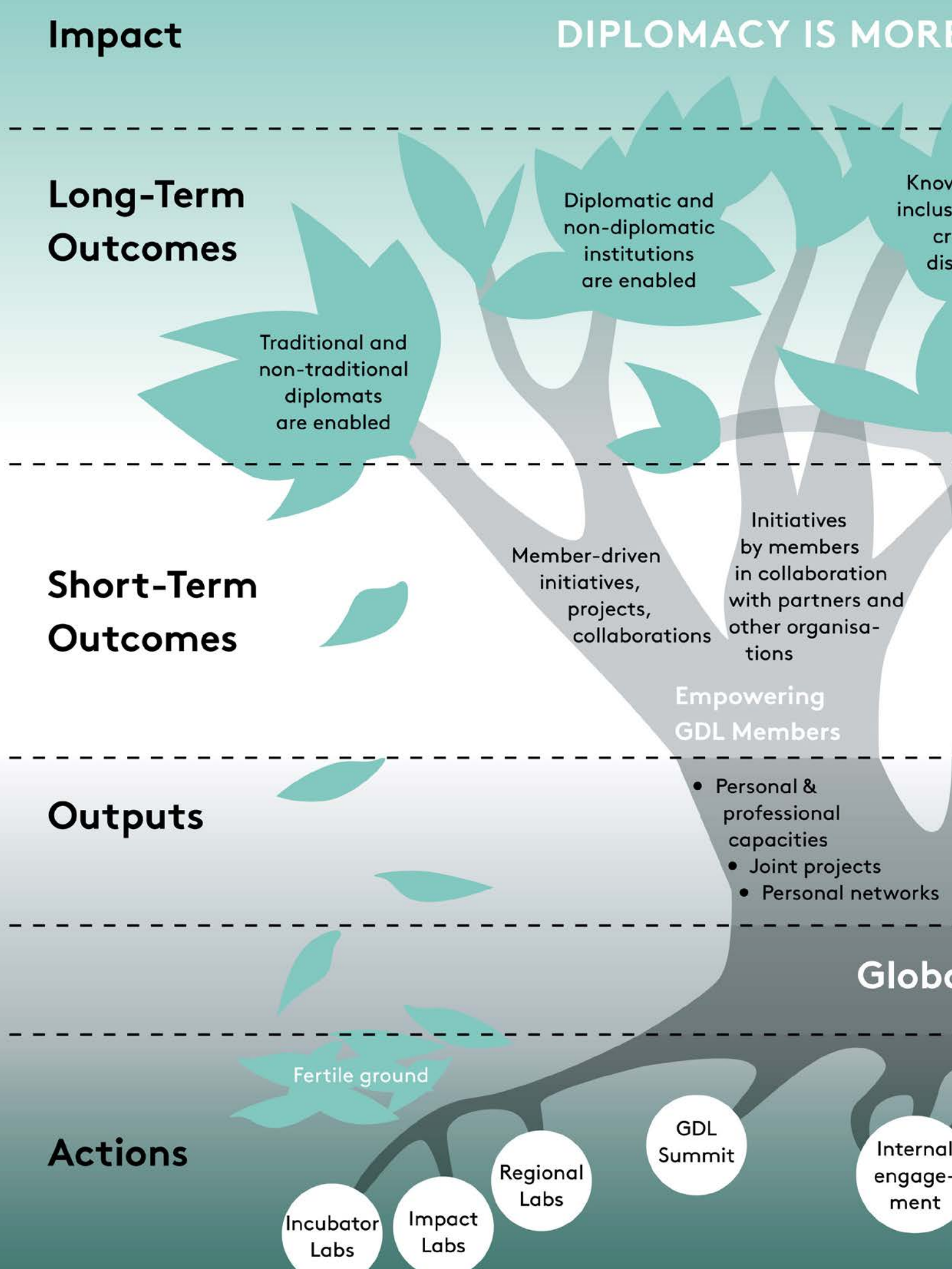
Impact Labs

Regional Labs

GDL Summit

Internal engagement

Global



THE INCLUSIVE (DIPLOMACY 4.0)

Knowledge about
inclusive diplomacy
created and
seminated

An ecosystem of
like-minded institu-
tions promotes
inclusive diplomacy

Academic
and media
outputs
e.g. articles,
papers,
podcasts

Tangible
changes in
organisa-
tions

Knowledge and
other collaborative
partnerships
with diplomatic
institutions

Creating
GDL Knowhow

Building an
Ecosystem

- Showcasing better practice
- Knowledge sharing and advisory
- Outreach

- Building new partnerships
- Nurture thought leadership

Global Diplomacy Lab

Fertile ground

Publica-
tions

Other
Activities

Coop-
erative
Events

Expert
Network

Public
Relations

Partner
Acquisi-
tion

Community through Diversity: One GDL Story, All GDL Stories

The Global Diplomacy Lab is always changing and always growing, yet its core identity remains stable. The diverse members, together with the Secretariat and Partners, are united by the values they share and the vision they have for the future of diplomacy. As different as the individual members might be, at the end of the day the Global Diplomacy Lab's story is also their own story. At the heart of that story lies the strong belief that it's really not the destination, it's the journey that matters. This conviction is central not only to the GDL's strong community, but also its strategy.

I Winter – Berlin, Germany

In early February in Berlin more than 20 GDL members gathered at the dinner table. The facilitators had given each of those present a question in advance: think about your most memorable moment with the GDL. When was it, what happened and why is it so memorable for you? The assignment was to keep the request secret and to find a suitable moment to tell their story during dinner. That was exactly what happened: they told each other their stories. Sometimes funny, sometimes inspiring, and often moving. Stories full of insights, lessons, challenges, surprises. Stories about what they had experienced and learned through the GDL. There was no discussion leader, no chairperson. The group led the conversation together. It was an experience in which all the unique characteristics of GDL came together: the members were leading, there was room for each and every voice, and, by using the potential of the group, an impactful conversation started.



II Summer – Accra, Ghana

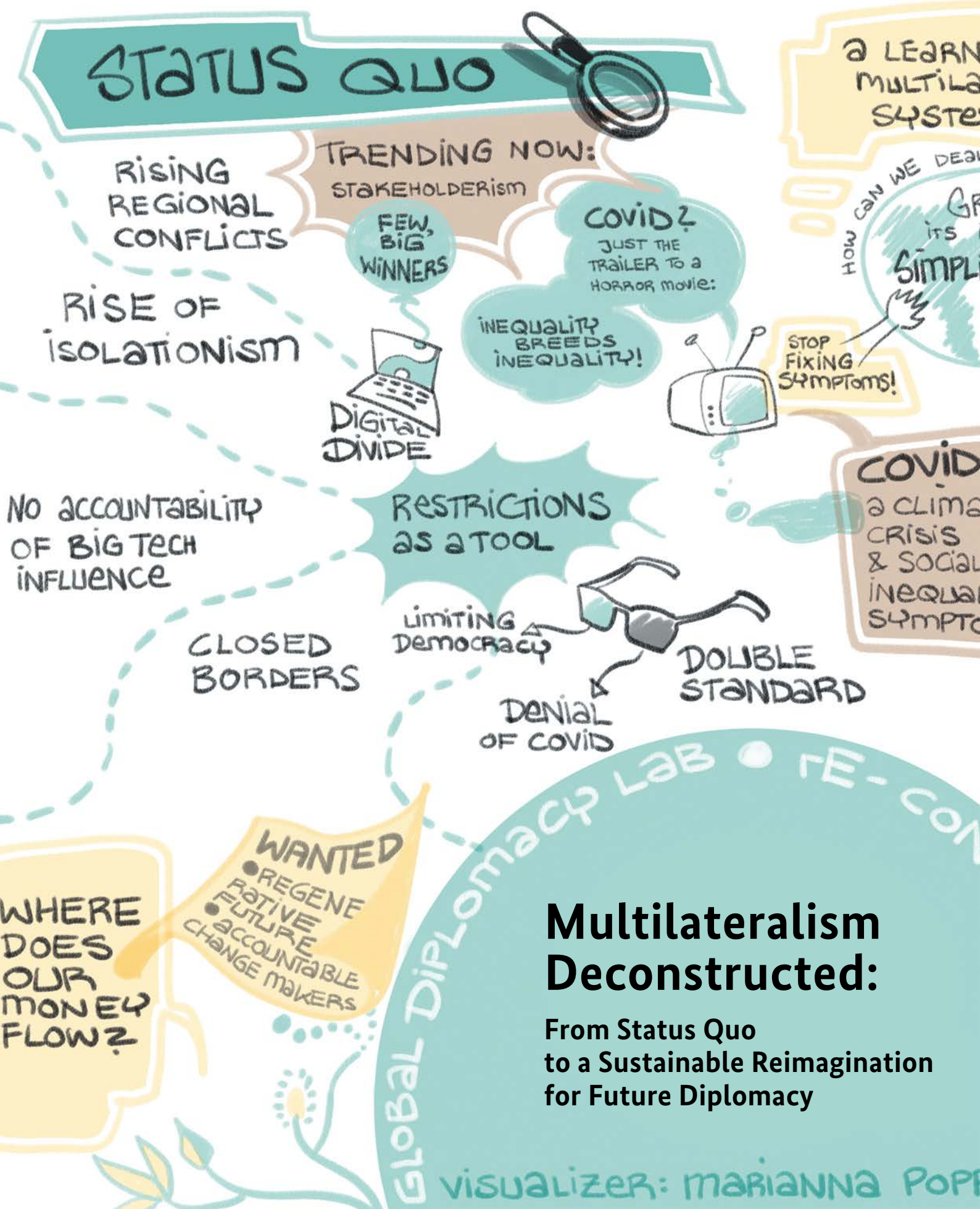
In the summer of 2019, in warm and sunny Accra, Ghana, a group of GDL members and representatives of the Secretariat and the partner institutions met for the first time to work on a new strategy. The workshop started with a conversation circle about the value of GDL. Different points of view were discussed, the interesting other perspectives that were brought to the table were heard and the chance to exchange challenges and opportunities made use of. Then participants were asked to think of a metaphor: which image or story best reflects the meaning of the GDL? One of the participants started talking about a journey, a search for the unknown: it is not about where GDL is going, but more about how to get there. It is like building the boat while sailing.



III Autumn – Brandenburg, Germany

With one and a half years of virtual meetings behind them, members involved in the strategy process finally met in person in autumn 2021. The serene countryside of Brandenburg, Germany, set the stage for the meeting. The calm lake outside was in stark contrast to the restless energy the GDL members brought to the meeting. On one afternoon, they all met for a walk through the forest with a local initiative active in community, youth and intergenerational work as well as the integration of refugees. Within the first few minutes, common topics of interest emerged despite language barriers: Do you think we will manage to control climate change? What are you doing to integrate refugees? This is not something we can do alone, so how do you think we can reach (other) decision-makers?

Once again it became clear how important it is to learn from one another, to connect the global to the local and forge links between diplomats, care workers and activists. They all left with the feeling that they are not alone, and that what they do matters. A metaphor for this emerged after the walk: together they prepared butter with herbs they had gathered on the walk. No one was poisoned, and the combined result was not as bitter as its components. It was delicious!



We are currently living in a world that is more interconnected than ever before. Every decision that is made, every deal that is struck concerns more than two or three parties. Politics without multilateralism is simply unthinkable now. During the GDL rE-Connect from June 5–9, 2021, GDL members took a closer look at the phenomenon that is multilateralism. As the COVID-19 pandemic triggered unprecedented economic, political and social disruption, weaknesses of the current system were revealed. This leaves us with the opportunity to examine weaknesses to explore solutions. Join the GDL community in its three-part exploration:

In a first interactive panel, the discussion explored the current status quo of the challenges the world is facing and the ways in which the multilateral system must address these challenges to achieve effective responses. The second, deeper dive explored the significant weaknesses in the current multilateral system with the aim of understanding its inherent values, biases, flaws and inconsistencies as well as exploring the identified weaknesses and paving the way for imagining potential future alternatives. A third fishbowl discussion focused on reimagining multilateralism by exploring the need for a new, inclusive, and fair form of multilateralism which rethinks the underlying values, principles, objectives, and political methods. Since a world without multilateralism is unthinkable now, learning from the current challenges is essential to positively impact relations within and between the private and public sectors.



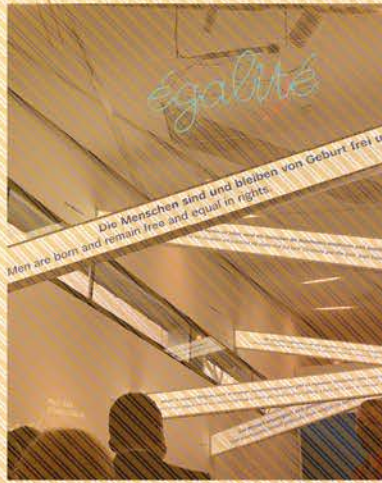


1-da



Team

Internationale Diplomatenausbildung
Training for International Diplomats





Dear Readers,

My name is Thorsten Kloidt, and I am one of just seven employees of the regular staff at Training for International Diplomats. If you want to know what I look like, I'm the one on the team photo, on the previous page, who is sitting quite nonchalantly at the edge of the stage in the Weltsaal. That's where the photographer put me.

What I couldn't have known at the time was that a further employee was also sitting in a similar pose on the left-hand side. The reason for this is that, owing to coronavirus regulations at the Federal Foreign Office, the Training for International Diplomats Division was divided up into an A and a B team, working either at the Federal Foreign Office or from home on alternating days. As a result, the left- and right-hand sides of the photo were taken on different days. This is also why no one is located directly in the middle of the photo – which is quite practical, because that way no one is hidden in the fold of the two-page spread.

Another consequence of our coronavirus regulations is that, as we are divided into teams, some staff members have not seen each other for a long time. It was therefore a welcome change when we got to hold our annual networking meeting, which due to the pandemic was on Zoom for the first time. These meetings aim to involve former, current and future staff members in an exchange of ideas. More than 50 persons took part in the Zoom-meeting. The average number of people who work at Training for International Diplomats every year is even larger than this, but unfortunately most of these staff work with us only for a limited amount of time. Also, we would not have enough space to put up everyone at our offices simultaneously.

In 2019, before the pandemic, Training for International Diplomats conducted 16 courses

for foreign diplomats. Every course is managed by at least three staff members: One intern (we are among the divisions that host the most interns at the Federal Foreign Office), one programme coordinator (for the most part, these are students with experience in event management) and one programme director who is a former Ambassador (these now include men and women). It is interesting to note that the Federal Foreign Office refers to former Ambassadors as "Graue Bären" (grey bears); they have accumulated a tremendous amount of expertise, and it is always an enriching experience to have discussions with, and learn from, them. Our Ambassadors have very good networks and can open doors that for most other people would remain shut.

After their time with us, many of our interns and programme coordinators discover they would like to join the Federal Foreign Office, and some of them actually do later get an opportunity to pursue a career at our Ministry.

Other staff members of Training for International Diplomats are the regular staff of the Global Diplomacy Lab and our alumni colleagues; it is their job to make sure that we stay in touch with our former course participants. In line with data protection regulations, we have contacted each and every one of our alumni in writing – and nearly all of these 4,200 alumni replied that they want to stay in touch and expressed their consent to being kept up to date on our activities. Last but not least, there are the trainees at the Federal Foreign Office, whom we call KSAs and RASAs and who would like to intern with us.

If you were to add up all of these staff members and the seven previously mentioned employees of the regular staff, we would probably be one of the largest divisions at the Federal Foreign Office – and certainly one of the most diverse.

»Behind the scenes at
Training for International
Diplomats, or:
what photos can tell us«

Team

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Programme 2022

Programmes 2022

January – March

IDL | 45. Internationaler Diplomatenlehrgang
 IDP | 12th International Diplomats Programme
 EGY | 7th Executive Seminars for Diplomats from Egypt
 NMO | 19th Executive Seminar for Diplomats from the Middle East and North Africa
 ZAS | 3rd Executive Seminar for Diplomats from Central Asia

April – June

IDP | 12th International Diplomats Programme
 HSP | 3rd Helmut Schmidt Programme on Global Issues
 ASP | 3rd Executive Seminar for Diplomats from Central Asia

July – September

DK | 16. Diplomatenkolleg
 AFR | 14th Programme for Diplomats from Africa
 LAK | 15th Programme for Diplomats from Latin America and the Caribbean

October – December

DK | 16. Diplomatenkolleg
 IF | 19th International Futures
 CS | 2nd Seminar on Climate and Security Topics
 FFP | Feministische Außenpolitik
 INKL | Inklusion und Multilateralismus

Alumni Activities in Germany and Abroad

Network Consolidation Programme on “How Female is Diplomacy”, March – April
 Network Consolidation Programme on “Sustainable Peacebuilding”, June
 Network Consolidation Programme on “Cross-Border Cooperation”, June – July
 Network Consolidation Programme on “Peace Mediation”, September
 All year round, we offer our alumni, online and offline, workshops and trainings, expert and exchange talks, conferences, cultural and social events as well as a mentorship programme, language tandems and various interest groups.

Global Diplomacy Lab

Worldwide Labs organised by members throughout 2022
 Two Labs in Co-Operation with Training for International Diplomats

Nachrufe | In Remembrance

It is with a heavy heart that the entire 1-DA Team informs of the untimely passing of two highly admired and passionate Ambassadors and Programme Directors; Alexander Mühlen and Rüdiger Reyels.



Mr Alexander Mühlen



Mr Rüdiger Reyels

Mr Alexander Mühlen

Mr Alexander Mühlen will be remembered for his great dedication and his years of service to the Training for International Diplomats. His engagement had a very positive impact on all those he worked with. His ardor and professionalism was unmatched. He will be best remembered for his untiring work in the Africa Programme, imparting upon all his unparalleled wisdom. His demeanor and professionalism was exalted by all those who had the pleasure of working with him. He was a true believer in multilateralism and served as a role model for countless international diplomats. It is with deepest sympathy and remorse that we say farewell to a dedicated educator, father, husband and diplomat.

May he rest in peace.

Mr Rüdiger Reyels

Mr Rüdiger Reyels will be remembered for his devotion and leadership and passion for diplomacy. He was cherished by those who enjoyed the privilege of working with him. He never hesitated to offer advice or lend a hand whenever needed. Our participants will always remain grateful for the time he spent and the experiences he shared. Above all, he served as a role model for his fellow diplomats and was lauded for his joyful and considerate disposition. With anguish and grief we say farewell to a cherished former member who made 1-DA so great.

May he rest in peace.

Impressum | Imprint

Published by

Federal Foreign Office
Training for International Diplomats

Official responsible

Andrea Christ

Edited by

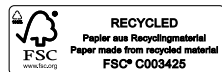
Alexander Palmer Reyes

Designed by

cocoköbel GbR, Berlin
www.cocokoebel.com

Printed by

Druck- und Verlagshaus Zarbock GmbH & Co. KG,
Frankfurt am Main
This yearbook was printed on environmentally
friendly FSC® certified recycled paper.



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