



Auswärtiges Amt

Internationale Diplomatenausbildung Diplomacy by Networking



2023

Jahresheft
Yearbook

Auswärtiges Amt
Federal Foreign Office

Akademie Auswärtiger Dienst
Foreign Service Academy

Internationale Diplomatenausbildung
Diplomacy by Networking

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Auswärtiges Amt

Jahresheft Yearbook

Internationale Diplomatenausbildung
Diplomacy by Networking

2023

Liebe Leserinnen und Leser,



Dear Readers,

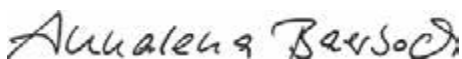
Diplomatie lebt vom Gespräch, vom kritischen Nachfragen, von der Bereitschaft, das Gegenüber zu verstehen – vom Austausch zwischen Menschen.

Seit 1992 bringt die Internationale Diplomatenausbildung Diplomatinen und Diplomaten aus aller Welt in Berlin zusammen, um diesen Austausch zu fördern. In gemeinsamen Verhandlungstrainings, Sprachkursen und Rhetorik-Workshops geht es nicht nur darum, diplomatisches Handwerk zu vermitteln und voneinander zu lernen. Es geht auch darum, Vertrauen zu schaffen.

Vertrauen, das wir in der internationalen Politik selten so gebraucht haben wie heute. Weil es die Grundlage ist, um in einer Zeit der Konfliktherde und des Krisenmodus gemeinsam für Stabilität, Sicherheit und Frieden zu sorgen.

Ich bin den Organisatorinnen und Organisatoren und allen Teilnehmenden der Internationalen Diplomatenausbildung von Herzen für ihr Engagement dankbar und wünsche ihnen viel Erfolg auf ihrem weiteren Lebens- und Karriereweg.

Herzliche Grüße,



Annalena Baerbock

Bundesministerin des Auswärtigen Amts
Federal Minister for Foreign Affairs

For diplomacy to thrive, there needs to be discussion, critical inquiry, and a willingness to understand your counterpart – in short, people need to exchange ideas.

Since 1992, Diplomacy by Networking has been reaching out to diplomats from around the world and bringing them to Berlin, so that they can conduct such an exchange. The negotiation training sessions, language classes and rhetoric workshops that participants attend together are not only about teaching diplomatic skills and learning from each other. They are also about building trust.

Rarely has there been a greater need for trust in international politics than today. Because, in a time marked by conflicts and a general crisis mode, trust is the foundation on which we can jointly create stability, security and peace.

I am deeply grateful to the organisers of, and participants in, Diplomacy by Networking for their committed efforts, and I wish them every success in their personal lives and careers.

With very best wishes,

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»Es ist uns wichtig, innovative Impulse und außenpolitische Schwerpunktsetzungen in unsere Aktivitäten zu integrieren.«



Liebe Freundinnen und Freunde,

wir Diplomatinen und Diplomaten wissen, dass die Konstante in unserem Leben der Wechsel ist, und das stimmt auch für die Internationale Diplomatenausbildung. Wir haben unsere Aktivitäten und Angebote im vergangenen Jahr kontinuierlich angepasst, ausgebaut und weiterentwickelt. Im letzten Jahr habe ich an dieser Stelle darüber berichtet, dass wir unser Netzwerk stärken und unsere themenspezifischen Kurse ausbauen wollen. Das ist uns – Dank Ihrer Unterstützung und Ihrem Interesse – gelungen!

Ein wichtiger Leitgedanke unserer Arbeit ist, dass sich die Welt in einem kontinuierlichen Wandel befindet und sich Herausforderungen immer wieder neu zeigen. Deshalb ist es uns wichtig, innovative Impulse und außenpolitische Schwerpunktsetzungen in unsere Aktivitäten zu integrieren, zu aktuellen Geschehnissen und Fragestellungen in Austausch zu treten und zugleich passgenau mit unseren Teilnehmenden und den Kolleginnen und Kollegen in Berlin und unseren Auslandsvertretungen Seminare und Teilnehmer zu identifizieren. Damit bringen wir unsere diplomatischen Beziehungen weiter und stärken unser Netzwerk. Dies ist gerade in Anbetracht der aktuellen Spannungen, Krisen und Kriege wichtiger denn je. Daher sind wir besonders stolz, dass es uns gelungen ist, Menschen aus allen Weltregionen einzuladen und mit diesen Dialoge zu führen, Vorurteile und Missverständnisse aus dem Weg zu räumen und die Grundlagen für tragfähige berufliche und persönliche Beziehungen zu legen. Bewusst

haben wir dazu auch Online-Seminare genutzt, um unser Angebot so inklusiv wie möglich zu gestalten und jeder und jedem eine Stimme geben zu können – um unabhängig von zeitlichen, familiären und finanziellen Begrenzungen diese Begegnungen und Gespräche zu ermöglichen.

„Was für eine tolle Seminaridee, das ist exakt der Baustein, der uns bei unserer Strategie noch gefehlt hat, natürlich unterstützen wir 1-DA!“ Das ist genau die Reaktion, die wir benötigen, um erfolgreich zu arbeiten und diese Unterstützung haben wir im vergangenen Jahr von überall erhalten, den Kolleginnen und Kollegen an den Vertretungen und in den Fachbereichen, aber vor allem auch von unseren Gästen und deren Außenministerien, die bereit waren, auf ihre besten Mitarbeitenden zu verzichten, damit diese ihre Sichtweisen in unsere Aktivitäten einbringen konnten.

Wir blicken mit Ihnen zurück auf ein Jahr voller interessanter Begegnungen und Themen und laden Sie ein, mit unserem Netzwerk und uns im Gespräch zu bleiben. Und wenn Sie Ihre Strategien und Überlegungen noch einen Baustein vermissen, dann denken Sie an die Möglichkeiten der Internationalen Diplomatenausbildung und unseres weltweiten Netzwerks!

Herzliche Grüße aus Berlin,

Andrea Christ

Leiterin Internationale Diplomatenausbildung

»It is important for us to integrate innovative momentum and foreign policy priorities in our work.«

Dear Friends,

We diplomats know that change is the constant in our lives and this also holds true for Diplomacy by Networking. During the course of the past year, we have continually adapted, extended and further developed our activities and programmes. Last year I reported at this juncture that we wanted to strengthen our network and extend our themed courses. Thanks to your support and interest, we have achieved precisely that!

A guiding principle of our work is that the world is in a state of perpetual change with new challenges constantly emerging. That is why it is important for us to integrate innovative momentum and foreign policy priorities in our work, to engage in dialogue on current events and issues and at the same time to work with the diplomats in our programmes and colleagues in Berlin as well as our missions abroad to find the right participants for the right seminars. This is what moves our diplomatic relations forward and strengthens our network. In the light of the tensions, crises and wars we are currently experiencing, this is now more important than ever. Thus we are especially proud that we managed to invite people from all regions of the world to engage in dialogue, to overcome prejudice and resolve misunderstandings and lay the foundation for sustainable relations both at the professional and personal level. We also made a point of using

online seminars to make our programme as inclusive as possible so that we can give everyone a voice in our meetings and dialogues – regardless of time constraints, financial restrictions or family commitments.

“What a great idea for a seminar, that is exactly the building block that was missing in our strategy. Of course we support Diplomacy by Networking!” That is precisely what we need to hear for our work to be successful, and that support is exactly what we experienced on all sides from colleagues in the missions abroad and in headquarters but above all from our guests and their foreign ministries who were prepared to forego their best staff so that they could feed their input into our programmes.

Together with you, we look back on a year full of interesting encounters and topics and invite you to maintain your dialogue with the network and with us. And if you are missing a building block for your strategies and blueprints, then do remember the potential offered by Diplomacy by Networking and our global network.



Andrea Christ

Head of Diplomacy by Networking



idi

46. Internationaler Diplomatentelehang

23. Januar – 17. Februar 2023

1. Reihe, von links nach rechts:

Hanifa El Kadiri Boutchich (Marokko), Fengye Zhang (China), Gael Cécile Bekono Mboke Epse Ambassa (Kamerun), Pornapas Torut (Thailand), Iva Dean (Kroatien), Anna-Liisa Merilind (Estland), Jorge Gonzalo Fabara Espín (Ecuador)

2. Reihe, von links nach rechts:

Stephanie Hilck (Programmkoordinatorin), Henry Paul Krüger (Programmkoordinator), Ignė Vrubliauskaitė (Litauen), Nikita Schlüter (Programmassistent), Olga Narnicka (Lettland), Andreas Michaelis (Staatssekretär des Auswärtigen Amts bis 07/2023), Martin Ignatov Kolev (Bulgarien), Eszter Németh (Ungarn), Filip Henryk Bartkowiak (Polen), Molly Lynn Rivera-Olds (Vereinigte Staaten von Amerika), Federico Manuel Kalbermatten (Argentinien), Roksolana Tezbir (Ukraine), Andrea Christ (Leiterin Internationale Diplomatenausbildung), Botschafter a. D. Jörg Ranau (Programmdirektor), Simina Paler (Rumänien), Pedro Adrián Pizarro González (Chile), Can Ateş Çarıkçı (Türkei)



id1

»Heute gibt es eine neue Realität, eine neue Verantwortung, die auch Deutschland herausfordert.«

Ob in der U-Bahn, im Zug, in der Kneipe oder zu Fuß auf dem Weg zu unserem nächsten Programmpunkt – die Diskussionen unter den 18 Diplomatinen und Diplomaten aus aller Welt waren immer anregend und werden mir noch lange in Erinnerung bleiben.

Wie oft kann man einen diplomatischen Kollegen kritisch, aber respektvoll, fragen, ob er jemals intern Kritik an der Politik seiner eigenen Regierung geäußert hat? Wie oft kann man eine Diplomatin fragen, was sie persönlich wirklich denkt – und gleichzeitig dabei anerkennen, dass das eigene Land selbst auch noch viel zu tun hat? Nur selten hört man andere Diplomatinen und Diplomaten offen und ehrlich die politischen Herausforderungen des eigenen Landes artikulieren. Basieren doch die Sichtweisen auf dem subjektiven Verständnis der historischen Beziehungen und den Werten und Prinzipien eines Staates, die so unterschiedlich sein können.

Solch ehrliche Gespräche haben die Diplomatinen und Diplomaten unseres Lehrgangs aber geführt. Der dafür notwendige Rahmen wurde durch gemeinsame Erfahrungen geschaffen: Nachdenken über Diplomatie und Politik abseits täglicher Verantwortungsbereiche, Diskussionen über Meinungsverschiedenheiten, aber auch spaßiges Freizeitprogramm. Dadurch entwickelten die Teilnehmenden gegenseitigen Respekt, die Bereitschaft einander zuzuhören, zu reflektieren und weitere Fragen zu stellen. Neben dem interkulturellen Austausch zwischen den Teilnehmenden erweiterte der Kurs auch meine – und unsere – Perspektiven auf das Verständnis der deutschen Außenpolitik.

Die Geschichte Deutschlands und deren Folgen sind eng mit der Außenpolitik verwoben. Und doch gibt es heute eine neue Realität, eine neue Verantwortung, die auch Deutschland herausfordert. Deutschland muss sich weiterentwickeln und seine Außenpolitik anpassen, um den Folgen seiner Geschichte gerecht zu werden und gleichzeitig Europa und das westliche Bündnis zu stärken – angesichts neuer Aggressionen, wie dem russischen Angriffskrieg auf die Ukraine. Dies war der rote Faden, das Thema, die Frage, die sich in all unseren Diskussionen immer wieder zeigte: Wo stehen Deutschland und Europa in und wie zu dieser neuen Realität? Welche Chancen, welche Herausforderungen bringt die sich verändernde politische Landschaft mit sich?

In den vier Wochen Kurslaufzeit haben wir nicht unbedingt Antworten gefunden, die uns vollkommen zufriedenstellen. Aber wir haben Impulse und Meinungen von vielen engagierten Fachleuten aus dem Außenministerium, dem Bundestag, dem Kanzleramt und NGOs gehört, die danach streben, eine Antwort auf die drängenden Fragen unserer Zeit zu finden. Für dieses Engagement und tiefe Ehrlichkeit, die uns in den Gesprächen entgegengebracht wurde, haben wir großen Respekt. Sie alle arbeiten daran, eine Balance zu finden zwischen unvereinbar scheinenden Prinzipien und Problemen. Wir alle arbeiten daran, ein bisschen mehr Verständnis für andere Perspektiven und Standpunkte zu entwickeln und im Gespräch zu bleiben – der 46. Internationale Diplomatenlehrgang hat dazu definitiv beigetragen.

Molly Lynn Rivera-Olds (USA)
Teilnehmerin IDL 46



Please visit our website for the English version of this article:
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idp



13th International Diplomats Programme

30th January – 21st June 2023

1st row, sitting, from left to right:

Olivia Parkitny (Canada), Marianela Álvarez Blanco (Costa Rica), Gabriel Lazala Hernández (Colombia), Haitham Al Salhi (Oman)

2nd row, standing, from left to right:

Hila Engelhard (Israel), Alejandro Undery (Argentina), Rattawoot Nanthakuakool (Thailand), Hannah Taschbach (Programme Assistant), Gading Parasati (Indonesia), Ahmed Hammam (Egypt), Tobias Lindner (Minister of State at the Federal Foreign Office), Laura García Querol (Mexico), Lara Mullen (Ireland), Andrea Christ (Head of Diplomacy by Networking), Maria Cristina Cabrera López (Paraguay), Jona Grimm (Programme Coordinator), Mohd Shazmee Eddy Bin Mohd Shah (Malaysia), Mohammad Aminudeen Ramudin (Brunei Darussalam), Ali Al-Abadi (Iraq), Ambassador (ret.) Michael Peter Zenner (Programme Director), Tanvir Kabir (Bangladesh)

Absent: Prashant Jadeja (India), Abdullah Alrasheed (Saudi Arabia), Muhammad Saad Butt (Pakistan), Jennifer Linker (Programme Assistant)

»Our questions and comments enabled us to gain a deeper understanding of each other's nations, each with its own goals, successes, and challenges.«

Olivia Parkitny (Canada)
Participant IDP 13

Being accepted to the 13th International Diplomats Program was a great honour for me and re-awakened the excitement I had first felt upon learning that I would be posted to the Embassy of Canada to Germany as Second Secretary & Trade Commissioner. I hoped to learn all that I could about Germany: its policy goals, business landscape, culture, and people. Indeed, the IDP exceeded my expectations and provided me with a unique opportunity that has informed my understanding of my role in the context of Canada's bilateral relationship with Germany, as well as in the greater diplomatic and global community.

The 2023 IDP focussed on peace and stability in Europe, the Energiewende, climate change, and migration and integration. With the ongoing war in Ukraine following the Russian invasion and its domino effect on stability and security in Europe and beyond, I welcomed the chance to better understand how Germany fits into the European context and hear locally informed analyses from respected decision-makers.

From January to June, we travelled through Berlin, Saxony, Hesse, and Rhineland-Palatinate. It was perhaps our excursion to Saxony that I found especially interesting, as the agenda brought together cutting-edge science, business, and politics. We met with the Head of the State Chancellery; visited the Bosch semiconductor manufacturing facility, the Fraunhofer IWS Institute for Material and Beam Technology, the European Energy Exchange, the Leipzig Neues Rathaus, and the GRASSI

Museum; dined at the historic Auerbachs Keller; and learned about the significance of the Monday Demonstrations as catalysts for the emergence of a reunified, democratic Germany.

In addition to the enriching program in Germany, we travelled to Brussels, where we learned about the EU as a political and economic body and gained insight into its relationship with Member States. Just a few months earlier, Europe had marked one year of war on the continent. This resulted in very topical and insightful meetings at NATO headquarters, the Permanent Representation of the Federal Republic of Germany to the EU, European Parliament, and the EU Commission.

Upon joining the IDP, I had not anticipated how much I would learn about my fellow delegates' countries. Our questions and comments, each informed by our own countries' contexts and our personal lived experiences, enabled us to gain a deeper understanding of each other's nations, each with its own goals, successes, and challenges. Our exchanges have provided us with a deeper understanding not only of Germany but of each other's homelands – one that will prove an important tool in our diplomatic careers, as we strive toward building a more stable and just world together.

On behalf of the 2023 cohort, I would like to thank the Federal Foreign Office, Ambassador (ret.) Zenner, Mr. Grimm, Ms. Taschbach, and Ms. Linker for organizing the program and accompanying us on our learning journey. Your professionalism and friendship were indispensable to the success of this unique opportunity.



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idp



egy



8th Executive Seminar for Diplomats from Egypt

6th February – 1st March 2023

1st row, from left to right:

Dina Albahey, Amal Nosseir (Deputy Head of the Institute of Diplomatic Studies, Egyptian MFA), Peter Khalil, Rana Darwish, Waleed Rabie, Noura El Telbany

2nd row, from left to right:

Abanoub Ghali, Mohamed Elsaloussy, Zeyad Ragab, Ambassador (ret.) Michael Witter (Programme Director), Rim Barakat, Soheila Mahran, Veronica Halim, Mohamed Samir, Tobias Lindner (Minister of State at the Federal Foreign Office), Ali Elsharkawy, Jonathan Proksch (Programme Assistant), Dina Shalaby, Mahmoud Elfatairy, Doaa Ahmed, Miral Hendi, Andrea Christ (Head of Diplomacy by Networking), Belal Manzour, Negmeldin Rahim, Ebtessam Naguib, Nourhan Badran, Rami Clark (Trainee at the Federal Foreign Office), Khaled Elbeih, Carina Trepke (Programme Coordinator)



egy

»The uniqueness of the programme was that it comprised multi-faceted intellectual, cultural and practical layers.«

Nietzsche once said, "It is hard enough to remember my opinions, without also remembering my reasons for them!" This brilliant quote summarises the essence of the Diplomacy by Networking programme, in our view. It provided the opportunity for participants to voice their opinions in a fully transparent manner in order to reach their own conclusions on a dynamic range of topics in diplomacy and foreign policy. Furthermore, the inclusivity of the sessions offered allowed us to better comprehend the pillars of German foreign policy, culture and the various prospects of cooperation between Egypt and Germany.

The uniqueness of the programme was that it comprised multi-faceted intellectual, cultural and practical layers. The intellectual layer was enhanced through intense discussions with German diplomats about topics of common interest to Egypt and Germany. Remarkably, some of these discussions occurred in the Permanent Representation of the Federal Republic of Germany to the European Union, NATO, the Bundeswehr Command and Staff College, and the International Tribunal for the Law of the Sea.

The cultural layer encompassed dense intercultural communication training courses and an opportunity to witness the richness of German culture through visits to Munich and Hamburg. On the one hand, Munich reflected the tremendous capabilities of the German people in the

sphere of industry. A stark example was the BMW factory, which showed the degree of sophistication and precision of German industries through the use of advanced technologies and automated robots. Without a doubt, BMW has a reputation as one of the safest and most popular cars in the world. On the other hand, Hamburg mirrored the classiness of the German people. The concert at the Elbphilharmonie was indeed a one-of-a-kind experience that we will never forget. Further, we were stunned by the outstanding beauty of the Senate of the City of Hamburg from inside: a beautiful building that reflects the deep-rootedness of the city.

The practical layer came in the form of public speaking sessions, which ranged from preparing speeches for different occasions to writing press statements and handling press conferences. The instructors were keen to create different simulations for us in various contexts to deliver speeches and press statements. It is fair to say that delivering a speech with the right eye contact and body language is no longer quite so difficult.

Our four-week training programme in Germany was certainly an important milestone in our overall training programme as junior Egyptian diplomats taking our first steps in our career and shaping our professional future. Every aspect of the programme will remain forever etched into our memories.

Mohamed Samir
& Soheila Mahran (Egypt)
Participants EGY 8



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•
jor



1st Executive Seminar for Diplomats from Jordan

19th February – 24th February 2023

1st row, from left to right:

Omar Alhazaimeh, Balqees Al Bahri, Dina Qamash, Rahaf Qur'an, Hussien Al Shibly, Reemt von Holtz (Division 310 at the Federal Foreign Office)

2nd row, from left to right:

Faris Khries, Awn Al Hadid, Jawaher Haddad, Paula Oels (Programme Assistant), Ola Sallam, Radwan Bataineh, Dania Albtoush, Izz Al-Deen Al-Wrekiat, Majdi Al-Hmood, Nils Gajewski (Programme Coordinator), Joud Al-Ajarmeh, Jaber abu Hazeem (Head of Training Department), Franziska Becker (Programme Assistant), Tobias Lindner (Minister of State at the Federal Foreign Office), Rani Saliba, Rashed Aladwan, Abdallah Aljader, Andrea Christ (Head of Diplomacy by Networking), Ambassador (ret.) Birgitta Siefker-Eberle (Programme Director), Abderahman Al Adaileh, Salsabeel Mufleh

»Overcoming the challenges of navigating cultural differences and diverse viewpoints has honed our abilities to adapt and collaborate effectively on an international stage.«

Awn Al Hadid (Jordan)
Rahaf Qur'an (Jordan) (p.23)
Participants JOR 1



Attending the “Diplomacy by Networking” programme in Berlin was a pivotal experience that expanded our horizons and broadened our understanding of global diplomacy. Heading into such an important centre for diplomacy and networking as Germany, our expectations were high as we embarked on this enriching journey, eager to delve into a diverse array of topics and engage with fellow diplomats from Germany.

The programme spanned the period from 19 to 25 February 2023, and was meticulously designed to cover a wide spectrum of diplomatic practices and contemporary global issues. Structured workshops, interactive sessions and engaging lectures formed the core components of this immersive experience. Throughout the programme, there were sessions that left an indelible mark on our understanding of diplomacy. One such instance was the discourse on Germany and the European Union, where we really got to understand the mind-set of German politicians in relation to the policies of the European Union, and the dynamics of the fascinating relationship. Additionally, the discussion with MP Niels Annen was particularly enlightening.

Moreover, the programme team was a delight to work with. Ambassador Siefker-Eberle, who once lived and served in Jordan, made us feel at home away from home. Nils, Franziska, and Paula were three new friends we all had the pleasure of making. Interacting with German diplomats fostered an environment of rich cultural exchange. Engaging in discussions about diplomatic practices and global challenges provided invaluable insights

into varying perspectives and approaches. These interactions transcended mere networking; they were invaluable opportunities to understand the nuances of diplomacy through a multicultural lens.

The knowledge gleaned from the programme holds immense practical significance in our role as Jordanian diplomats. For instance, the discussions on the European Neighbourhood Policy have direct implications for the EU’s relations and policies towards the Middle East, particularly Jordan. Integrating the strategies discussed during the programme into our diplomatic approach could yield promising outcomes, especially as regards strengthening the historic ties between Jordan and Germany. This experience has been transformative, both professionally and personally. Overcoming the challenges of navigating cultural differences and diverse viewpoints has honed our abilities to adapt and collaborate effectively on an international stage. Furthermore, the exposure to multifaceted perspectives has enriched our diplomatic repertoire, making us more adept at understanding and navigating complex global issues.

In conclusion, the “Diplomacy by Networking” programme in Berlin was a profound journey that significantly contributed to our growth as diplomats. The amalgamation of theoretical knowledge, cultural exchange and practical insights has fortified our approach to diplomacy. This experience has not only broadened our perspectives but has also equipped us with a nuanced understanding essential for fostering diplomatic relationships in an ever-evolving global landscape.



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jor



eu1



1st Executive Seminar on EU Rapprochement and Integration

13th March – 31st March 2023

1st row, from left to right:

Anja Bukumira (Belgrade), Evis Qaja (Tirana), Miloš Stepanović (Belgrade), Ivana Kostovska (Skopje), Ervis Lika (Tirana), Blerta Greiçevci (Pristina)

2nd row, from left to right:

Jelena Vuković (Podgorica), Henry Paul Krüger (Programme Coordinator), Maia Cuceaidze (Chişinău), Ambassador (ret.) Christine Althaus (Programme Director), Anna Lüthmann (Minister of State at the Federal Foreign Office), Alina Opanasenko (Kyiv), Lea Matevska (Skopje), Tatjana Tomić (Podgorica), Arife Gamze Öztürk (Ankara), Ana Dzotsenidze (Tbilisi), Louis Dallmann (Programme Assistant), Mariia Lazareva (Kyiv), Andrea Christ (Head of Diplomacy by Networking), Elena Maleru (Chişinău), Yağmur Yeşim Arabacı (Ankara), Agnesa Jashari (Pristina)



eu11

»While we all represent different regions of Europe, we all share the desire to become members of the EU family in the near future.«

The three weeks of the Seminar flew by. It felt like it was only yesterday that we arrived in Berlin, and then the day came when we were already receiving our course certificates at our farewell reception. Now that I am back in my office in Chişinău with a big bag of experience, knowledge, and contacts, I can say with certainty that it was one of the best learning experiences I've ever had.

The main topic was *European integration*, two words that are firmly embedded in the DNA of Moldovan foreign policy. Two words that brought the representatives of the Associated Trio, Western Balkan countries, and Turkey together around one table for the first time in such a format. While we all represent different regions of Europe, and have different starting points in our relations with the EU, different backgrounds and expertise, at the same time we all share the desire to become members of the EU family in the near future. The course offered us a unique opportunity to discuss the current hot topics of the EU and our countries' agendas, including the future of the EU, the security aspect of the enlargement process, the need to continue the internal reforms within the EU, and our potential contributions to making Europe stronger and more stable.

We travelled to Brussels to hear from the primary source about the prospects for our countries to become fully-fledged members of the EU. Another valuable experience was our visit to Warsaw, where we learned about Poland's experience in the accession process. Our interlocutors were high-level officials and experts from the Federal Chancellery, the Bundestag, the Federal Foreign Office, the European Commission, the

European Parliament, NATO, Frontex, the OSCE, the Polish Senate, and other institutions. Besides theoretical knowledge, we also gained useful practical skills, especially after successfully taking part in simulation games, workshops and training. This was indeed an excellent symbiosis of theoretical and practical expertise, which will help us in our professional endeavours.

However, what I want to emphasise particularly is something that came naturally to us from the very first day: the chemistry between us – the participants of this course. We realised that we do share common interests and common challenges in our paths towards EU accession. During these three weeks we also learned more from each other, in the process creating hopefully long-term connections, ultimately aspiring to find ourselves together as integral parts of the greater European family.

I would like to take this opportunity to express my sincere gratitude to those who made this possible: the Federal Foreign Office, particularly Andrea Christ, Ambassador Christine Althaus, Henry Paul Krüger and Louis Dallmann for all their support and for accompanying us during this time. Summing-up these three weeks of our journey, I would like to share here some numbers that briefly describe these 21 days: 3 weeks; 3 countries; 3 capital cities; more than 50 speakers; more than 200 000 registered steps in my phone's step counter, which amounts to ~ 160 km, – a distance equivalent to travelling from Berlin to Dresden. I would like to conclude by sharing a quote from my farewell speech, which I delivered on behalf of the entire group at the end of the Seminar: *"The future of Europe is in good hands. The future of Europe is in our hands!"*

Thank you, Berlin.

Maia Cuceaidze (Chişinău)
Participant EU 1



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nmo



20th Executive Seminar for Diplomats and Experts from the Middle East and North Africa on Water Diplomacy

2nd May – 12th May 2023

1st row, from left to right:

Olga Slepner (Israel), Safaa Bounaga (Morocco), Zeynep Hakan (Türkiye), Yara Karam Elabd (Egypt), Elaf Abdurazzak Badraik (OIC), Rami Clark (Trainee at the Federal Foreign Office)

2nd row, from left to right:

Aysha Hamad (Bahrain), Ammar Aldhmour (Jordan), Andrea Christ (Head of Diplomacy by Networking), Yoram Morad (Israel), Wasfi Alhawamdeh (Jordan), Ambassador (ret.) Birgitta Siefker-Eberle (Programme Director), Jennifer Morgan (State Secretary of the Federal Foreign Office), Louis de Jarcy (Programme Assistant), Khalifa Hamza (OIC), Menna-Tullah Moustafa (Egypt), Stephanie Hilck (Programme Coordinator)

»All participants contributed their different perspectives, creating an environment where we could learn from one another and broaden our horizons.«

Safaa Bounaga (Morocco)
Participant NMO 20

As someone who is not from a water background, I dived into the fascinating world of water diplomacy during a two-week seminar in Berlin. Having studied in Germany a few years ago, though not in Berlin, I was excited to have the chance to explore this vibrant city from a different perspective. The seminar brought together participants from diverse backgrounds. We formed a dynamic group. All participants contributed their different perspectives, creating an environment where we could learn from one another and broaden our horizons.

Our seminar covered a wide range of important topics, including the impact of climate change and the increasing scarcity of water resources, highlighting the urgent need for sustainable solutions. The lecture on international water law presented the complex legal frameworks that govern water management between countries. We also discussed the risks associated with water, including natural hazards and potential conflicts. Additionally, we gained insights into Germany's activities in the field of water diplomacy. A highlight of the seminar for me was our interaction with the environmental committee of the German Bundestag. We engaged in a lively discussion with policymakers and gained valuable insights into the challenges and opportunities surrounding water. A workshop and interactive simulation was incredibly well designed. It took my group (with special reference to my colleague's remarkable drawing talents) a moment to step back and remind ourselves that we were only participating in a practical exercise.

However, little did we know that our biggest adventure was yet to come!

On our final day, the real-life application of our newly acquired knowledge came in the form of an unforgettable, unintentional water adventure. The programme organisers arranged a boat trip to celebrate our successful seminar. However, the boat seemed determined to create a water diplomacy case study of its own. As if taking inspiration from the movie Titanic, our boat decided to test our water diplomacy skills by starting to tilt! Fortunately, everyone emerged from this little incident completely unharmed and safe. It became a memorable bonding experience, showing our ability to navigate unexpected challenges together. Who knew our seminar would include a practical lesson in water diplomacy rescue operations?

No report about this seminar would be complete without a special mention of our friendly and supportive seminar organisers, who created a welcoming atmosphere that made the seminar even more enjoyable. They meticulously planned every detail and ensured our needs were met! Vielen Dank und ich hoffe, wir sehen uns bald wieder.

Back in Morocco now, I not only carry with me a newfound appreciation for water diplomacy but also cherish memories of camaraderie, laughter, and a boat that decided to test our resilience. Sometimes, the unexpected twists make the journey more enjoyable und unforgettable.



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nmo



UKR



11th High Level Experts Programme Ukraine

8th May – 26th May 2023

1st row, sitting, left to right:

Alexandra Kovalcikova (Programme Coordinator), Volodymyr Malyshev, Sofiia Kostytska, Antin Shaposhnikov, Volodymyr Shtykhno

2nd row, standing, left to right:

Yaroslav Kozin, Vladyslav Nosov, Iuliia Kostynska, Tobias Lindner (Minister of State at the Federal Foreign Office), Anna Sophia Linnemann (Programme Assistant), Inna Pravnyk, Kseniia Kuzmenko, Vladyslav Kuropiatnyk, Vitaliy Dyshlovy

3rd row, left to right:

Oleksii Illiashenko, Denys Kryvopalyi, Ambassador (ret.) Hans-Dieter Heumann (Programme Director), Oleksandr Shapoval, Andrea Christ (Head of Diplomacy by Networking), Maksym Tolkachov



uKl

»We are living through a watershed era. And that means that the world afterwards will no longer be the same as the world before.«

The full-scale Russian invasion of Ukraine happened just before the final selection stage for the 11th High Level Experts Programme, and a year later, in 2023, it was a pleasant surprise for all participants that the Federal Foreign Office decided to proceed with the programme. During these hard times, as our country fights for freedom, democracy and independence, we needed this additional sign of support for Ukraine and our European aspirations from the German Government and institutions. Our group felt an even greater responsibility to represent Ukraine, our strong values, ancient history, authentic culture, wonderful people and reforming state institutions. The programme gave us a unique opportunity to experience all levels of research, policymaking and implementation – European, German and local

During our trip to Brussels we discussed the prospects and challenges that lie ahead before Ukraine's accession to the EU, and the Union itself, during meetings at the European Parliament and Commission. It was delightful to see that there is a common vision on various issues and a readiness to solve them as fast and efficiently as possible. Of course, military cooperation and aid is the most important and relevant consideration for Ukraine at the moment, and it was discussed at NATO headquarters and with experts from different think tanks. Special attention was paid to the work of the International Criminal Court and Office of the Prosecutor in The Hague on war crimes and crimes of aggression by Russia in Ukraine, which many of us have seen with our own eyes.

In Berlin, our group was involved in conversations with all possible stakeholders in Ukrainian-German bilateral relations – from the Federal Chancellery, Federal Foreign Office, Bundestag and Bundesrat to the Federal Academy for Security Policy, the German Eastern Business Association and various NGOs. The leitmotif of all discussions – covering topics from the German political system to Germany's role in support for Ukraine, in the country's reconstruction and in its future – was the new *Zeitenwende* policy pursued by Olaf Scholz and his government. It is remarkable to see the shift not only in policy, but in the mindset of Germans, regarding the role of this great country in Europe and the world, the readiness to take more action and take on more responsibility in this time of challenges that we all, in the free democratic world, are experiencing.

We gained interesting insights into the relationship between federal and local government, the distribution of power and decentralisation, illustrated by the example of Saxony, during our trip to Dresden. Alongside official meetings, we were delighted to visit the Old Masters Picture Gallery and were impressed with an extraordinary exhibition of modern Ukrainian art at the Albertinum. Needless to say these events and experiences have made our group, drawn from different agencies and backgrounds, a family. From the bottom of our hearts, I would like to say *vielen Dank* to the Federal Foreign Office and to the Diplomacy by Networking team for this truly comprehensive deep dive into German and European politics, diplomacy, economics and culture, which clarified, challenged and inspired our views and our ambitions for Ukraine as a part of the European family.

Vitaliy Dyshlovy (Ukraine)
Participant UKR 11



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w*i*



1st Executive Seminar for Diplomats on Sustainable Economy

12th June – 23rd June 2023

From left to right:

Marcel Becker (Programme Coordinator), Eila Bessey (Deputy Head of Diplomacy by Networking until 08/2023), Ambassador (ret.) Thomas Neisinger (Programme Director), Maria Fernanda Garrido Martin (Mexico), José Otegui Alvarez (Argentina), Sharifah Nurul Fariheen Syed Mohd Allimin (Malaysia), Christian Ilunga Mpiana (Democratic Republic of the Congo), Clerck Gnongbre (Republic of the Ivory Coast), Theola Adu-Twum (Ghana), Andreas Michaelis (State Secretary of the Federal Foreign Office until 07/2023), Silvia Díaz Grütter de Portillo (Paraguay), Mohammed Goshu (Ethiopia), Naznin Sultana (Bangladesh), Andrés Jáuregui (Ecuador), Agnes Tengia (United Republic of Tanzania), Pablo Rodríguez Cruz (Dominican Republic), Mama Drammeh-Cham (Gambia), Miguel Fuentes Cervantes (Peru), Nadine Ngo Ngambi (Cameroon), Johannes von Eyb (Programme Assistant), Manuela Rodríguez Melgar (Guatemala), Helen Klaes (Networkers Team, Diplomacy by Networking), Marie Grace Nyinawumuntu (Rwanda)

»As a young diplomat, I believe the skills acquired during the training will help me gain a foothold in my diplomatic career.«

Mama Drammeh-Cham (Gambia)
Participant WI 1

I was privileged to be selected as a participant in the 1st Executive Seminar for Diplomats on Sustainable Economy in Berlin. The programme, which focused on Germany's transition to a sustainable economy, introduced us to leading German businesses and how they are increasingly embracing the health of the environment and people as part of their sustainable business growth strategies.

The seminar was very informative and insightful, and touched on various pillars of economic growth. It was an intellectually fascinating experience that enabled us to delve into discussions on a wide range of topics and policy issues: German climate policy, sustainability in the economy and trade, reinsurance and auto mobility, among others. These topics made the programme thought-provoking and enabled us to interact with senior government officials, private sector professionals and diplomats from the 17 participating countries.

We were able to meet experts in prominent political roles in every city we visited and learn more about how the German Government operates at local, regional and national level. The field visits to leading German companies, notably Knauf, BMW and Volkswagen, gave us the opportunity to learn about their respective ways towards net zero, which requires the transformation of heavy industry, the petro-chemical sector, long distance transportation, automotive and construction industries. These are sectors that we rely on and that are crucial to economic growth, and they are the ones that really need to be decarbonised.

The highlight for me was the negotiation training. It was practical yet informative and exciting. Negotiation is one of the key skills for science diplomacy at both bilateral and multilateral level. As a young diplomat, I believe the skills acquired during the training will help me gain a foothold in my diplomatic career. Thus, they will also help me to provide administrative support to my country and to foster its collaboration with other countries and international organisations in promoting sustainable growth as well as a peaceful and secure world in which African actors can also address climate change and related challenges facing the continent. I therefore commend the Federal Foreign Office for organising this training and choosing this very important topic for the seminar.

Additionally, I could not conclude without acknowledging the generous assistance received from colleagues and programme coordinators in taking care of my 9 month-old baby. I could not have successfully participated in the programme without the support from the team, and for that, I shall forever be grateful.

Finally, on behalf of the group of diplomats from Africa, Latin America and Southeast Asia, I would like to express our sincere appreciation for the amazing work of Thomas Neisinger, Ambassador (ret.) and his team. The endless time they invested in this project, and the professionalism and dedication they showed, impressed all the participants. Thank you once again for your efforts.



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sustainable-economy](https://diplomatictraining.alumniportal.com/programmes-2023/sustainable-economy)



wi



dk



17. Diplomatenkolleg

31. August – 14. Dezember 2023

1. Reihe, von links nach rechts:

Łukasz Żygadło (Polen), Yuqing Shen (China), Marianne McCurrie (Vereinigtes Königreich), Almira Ramić (Bosnien und Herzegowina), Laura Hümmelgen (Programmassistentin), André Tenório Mourão (Brasilien), Jonas Casimir Belina (Schweiz)

2. Reihe, von links nach rechts:

Erin Nichole Markley (Vereinigte Staaten von Amerika), Oleksandr Honcharuk (Ukraine), Yassin Boulkhrif (Programmkoordinator), Andrea Christ (Leiterin Internationale Diplomatenausbildung), Helena Moisi-Aigner (Österreich), Jana Půlpán Kheková (Tschechien), Karel Van Hecke (Belgien), Federica Cattoi (Italien), Agustina Lojoya Fracchia (Argentinien), Botschafter a. D. Hans-Jürgen Heimsoeth (Programmdirektor), Ivan Marić (Kroatien), Karl Johan Dittrich Hallberg (Schweden), Aurelia Pfaffmann (Programmassistentin), Jorge Nicolás Lucini Serrano de Haro (Spanien), Tobias Lindner (Staatsminister des Auswärtigen Amts), Constança Reis da Cunha (Portugal), Nadia Patricia Gallardo Barco (Peru), Jule Knour (Programmassistentin)

Abwesend: Saketa Raja Musinipally (Indien), Tuula Katariina Tanhua-Tyrkkö (Finnland), Timo Verheij (Niederlande)



dlk

»Wir haben Deutschland als Land kennengelernt, das sich wie kaum ein anderes hinterfragt.«

Das Diplomatenkolleg erlaubte uns, Deutschland mit mehr Tiefenschärfe kennenzulernen. Die Thematik der von Bundeskanzler Olaf Scholz ausgerufenen «Zeitenwende» zog sich wie ein roter Faden durch das Programm. Die zentrale Frage war, wie sich Deutschland im Lichte der multiplen Herausforderungen, insbesondere dem russischen Angriffskrieg auf die Ukraine, dem bewaffneten Konflikt im Nahen Osten und dem Klimawandel, in Europa und der Welt positioniert. Dabei wurde die Rolle der deutschen Politik, Wirtschaft, Wissenschaft und Gesellschaft eingehend beleuchtet und diskutiert.

In den aufschlussreichen Diskussionen mit dem Vorsitzenden des Auswärtigen Ausschusses des Bundestages, Vertreterinnen und Vertretern der Bundesministerien und der Bundeswehr, Regierungsmitgliedern auf Länder- und Lokalebene, Publizisten und Wissenschaftlerinnen, um einige zu nennen, zeigten sich die kollektiven Anstrengungen, die Deutschland unternimmt, um sich als freie, demokratische Gesellschaft in einem sich rasch verändernden globalen Umfeld zu behaupten. Beispiele davon sind die rasche Abkopplung der deutschen Energieversorgung von russischem Erdgas sowie der Ausbau der erneuerbaren Energien auf mittlerweile über 50% des Stromverbrauchs.

Wir haben Deutschland während des Programms als Land kennengelernt, das sich wie kaum ein anderes hinterfragt. Dabei wurde auch eine gelegentliche Widersprüchlichkeit sichtbar, die für eine pluralistische Gesellschaft charakteristisch ist und den politischen Kompromissfindungsprozess stets antreibt. Die Offenheit und das Vertrauen, die uns in den zahlreichen Gesprächen entgegengebracht wurden, übertra-

fen sämtliche Erwartungen. In keinem anderen Land wurde ich von offizieller Seite so offen empfangen. Zudem waren wir sehr beeindruckt von der kritischen Auseinandersetzung, in der eine einzigartige Stärke der deutschen Politik und Gesellschaft liegt.

Dank dem Diplomatenkolleg konnten wir wertvolle Erkenntnisse und Kontakte, aber vor allem auch ein tieferes Verständnis von Deutschland in seiner ganzen Vielfalt gewinnen. Dieses Verständnis wird sich bestimmt nicht nur für unseren Einsatz in Berlin, sondern auch für unser weiteres diplomatisches Berufsleben als nützlich erweisen. Als südlicher Nachbar Deutschlands (aus der Schweiz) dachte ich anfänglich, die deutsche Politik schon relativ gut zu kennen, konnte jedoch eine Menge neue Einsichten, insbesondere die Evolution des Selbstverständnisses deutscher Außenpolitik betreffend, erlangen.

Wir alle sind dem Auswärtigen Amt äußerst dankbar für die Großzügigkeit und die langfristige Sichtweise, die ein solches Programm für ausländische Diplomaten und Diplomaten überhaupt erst ermöglicht. Unser besonderer Dank gilt zudem Botschafter Hans-Jürgen Heimsoeth, Programmkoordinator Yassin Boulkhrif und dem Team, Aurelia Pfaffmann, Jule Knour und Laura Hümmelgen, für die Weitsicht, den Enthusiasmus und das Herzblut, mit dem sie das Programm gestaltet und geleitet haben. Während den Programmtagen in Berlin und den Exkursionen konnten wir wertvolle Freundschaften schmieden. Manchmal hat sogar die Deutsche Bahn unbeabsichtigt etwas nachgeholfen und uns auf dem Bahnsteig enger zusammengeschweißt.

Jonas Casimir Belina (Schweiz)
Teilnehmer DK 17



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**ANNA
PRINZ**



**ANASTASIA
GORE**



**ANA
BURDA**



**MAJA
PETROVSKA**



**TAYLOR
SCHROPP**



**NIKSON
BALLÇO**



**TAMARA
TSULEISKIRI**



**BEHAR
RUSHIT**



**CARLA
CLEMENS**

eu12



YULIIA
FILINSKA



VANJA
DABIŽINOVIĆ



ANDREA
CHRIST



MARINELA
ŠEREMET



MAK
SELIMOVIĆ



ROKSOLANA
SMERECHYNSKA



GIORGI
GETSADZE



INNA
SHCHERBAN



ROBERT
ÇEÇO

2nd Executive Seminar on EU Rapprochement and Integration (online)

25th September – 6th October 2023

From above, from left to right:

1st row: Ambassador (ret.) Anna Prinz (Programme Director), Anastasia Gore (Republic of Moldova), Ana Burda (Albania), Yuliia Filinska (Ukraine), Vanja Dabižinović (Montenegro), Andrea Christ (Head of Diplomacy by Networking)
2nd row: Maja Petrovska (North Macedonia), Taylor Schropp (Programme Assistant), Nikson Ballço (Albania), Marinela Šeremet (Republic of Moldova), Mak Selimović (Bosnia and Herzegovina), Roksolana Smerechynska (Ukraine)
3rd row: Tamara Tsuleiskiri (Georgia), Behar Rushit (North Macedonia), Carla Clemens (Programme Coordinator), Giorgi Getsadze (Georgia), Inna Shcherban (Ukraine), Robert Çeço (Albania)

»As diplomats, we recognised that our voices held significance, helping shape the continent's trajectory.«

Roksolana Smerechynska
(Ukraine)
Participant EU 2

Participating in the 2nd Executive Online Seminar on EU Rapprochement and Integration was a pivotal experience for me as a young diplomat involved in Ukraine's pursuit of closer ties with the EU. The seminar took place just a month prior to the release of the European Commission's enlargement report, providing a timely platform for meaningful discussions.

Expecting a series of lectures and discussions on the EU's future and impending reforms, I was pleasantly surprised by the depth of candid conversations that unfolded. The seminar, conducted online, managed to provide almost real-life experiences, demonstrating the dynamism of our interactions. Thanks to the virtual setting, we had the chance to exchange ideas and gain crucial insights from German diplomats and experts based in Berlin, Brussels and Luxembourg.

One recurring theme echoed throughout the seminar: the power of cooperation and co-creation. In diplomacy, the policy of starting from a foundation of trust emerged as a guiding principle, emphasising the importance of managing signals, thinking ahead and being present in every interaction.

Furthermore, the seminar reinforced the significance of the inner compass in diplomacy, particularly when shouldering responsibility for

one's country. It underscored the importance of maintaining a long-term perspective, understanding that building trust and contributing constructively are not just advantages but necessities for effective diplomatic engagement.

In addition, the seminar not only sharpened my diplomatic skills but also offered profound insights into the unanswered questions surrounding the future of the EU. As diplomats, we recognised that our voices held significance, helping shape the continent's trajectory.

I was also happy to make meaningful connections with other participants, all of whom are contributing to their countries' integration into the EU. It was valuable to share our experiences, exchange ideas, learn from each other and collectively address certain questions in cooperation based on synergies.

Altogether, the seminar equipped me with insights and a diplomatic mindset crucial for navigating the intricate landscape of international relations. As I reflect on the seminar's impact, I am gratified that these experiences will not only contribute to my personal growth but also play a meaningful role in Ukraine's journey toward EU accession.

I extend my sincere gratitude to the Federal Foreign Office, the Diplomacy by Networking division and the coordinators for making this seminar a great opportunity to learn, meet and connect.



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eu2



if



20th INTERNATIONAL FUTURES

4th October – 13th October 2023

1st row, from left to right:

Jiayinaer Bolati (China), Fisca Aulia (Indonesia), Nidia Ibarra Serrano (Mexico), Danai Tembo (South Africa), Tuhinshra Giri (India), Nitish Barole (India)

2nd row, from left to right:

Benjamin Stewart (Researcher, IDOS), Sheenam Puri (India), Nyoman Yatmi Pravita Dewi (Indonesia), Wulf Reiners (Head of Managing Global Governance Programme, IDOS), Jule Brumma (Programme Assistant), Mingchun Shen (China), Silke Mahler (Deputy Head of Diplomacy by Networking), Frederike Diny (Germany), Si Peng (China), Ambassador (ret.) Georg Witschel (Programme Director), Anta Maulana Nasution (Indonesia), Matthias Kachelmann (Programme Coordinator, Researcher, IDOS), Bruno Berthier Garcia (Mexico), Lucas Ataliba (Brazil), Karin Carvalho Adams (Brazil), Philippe Raposo (Brazil), Romita Ghosh (India), Jacqueline Aguilar Baca (Mexico), Reon van der Merwe (South Africa), Raquel Oliveira (Brazil), Lesedi Madi (South Africa), Patricia von Wartenberg Salgado (Mexico), Roland-Valentin Müller (Romania), Tsholofelo Sandrah Sehloho (South Africa), Wenao Liu (China), Alexandra Gurgel Valente da Costa (Brazil), Anna Koslowski (Programme Assistant)



if

»It became evident that diplomacy is not a zero-sum game, but a platform for mutual growth and understanding.«

For us young leaders from the Managing Global Governance (MGG) Academy at the German Institute of Development and Sustainability (IDOS) hailing from Brazil, China, India, Indonesia, Mexico, South Africa and the European Union, the 20th edition of International Futures (IF) has left an indelible mark on our journey. We discovered that cooperation and trust are the cornerstones of effective diplomacy – and it became evident that diplomacy is not a zero-sum game, but rather a platform for mutual growth and understanding. This encounter between five diplomats from five emerging powers helped us to engage in an international dialogue and explore various diplomacy-related opportunities and challenges in the age of globalisation. We are grateful to H.E. Ambassador (ret.) Dr Georg Witschel, IF Programme Director, for inspiring us to become Sustainability and Digital Ambassadors.

Delving into the intricacies of sustainable digitalisation and digitalisation for sustainable development, we understood the potential of technology to uplift societies. We hold out hope for the realisation of the *United Nations Global Digital Compact* as a guideline for an open, free, human-centred and secure digital future for all. As we look ahead to 2050, we pledge to be catalysts of positive change in international cooperation, advancing the cause of sustainable development and responsible digitalisation.

It occurred to us that Germany's Feminist Foreign Policy (FFP) is an initiative that not only seeks to address gender equality and integrate feminist perspectives into the international agenda, but

that also has justice at its core. In that sense, we appreciate that most of the sessions on digitalisation at IF20 were conducted by women. Our exploration of the FFP has provided us with a deeper understanding of how this visionary approach can place women's participation and representation at the forefront. Our commitment to this cause is now stronger than ever.

The inclusion of youth, civil society and minorities in shaping our world is a strategic imperative for harnessing diverse perspectives and innovative solutions. Youth bring fresh insights, technological prowess and a keen sense of social justice to the table. Civil society offers grassroots wisdom, advocacy and a moral compass that steers us towards inclusive, sustainable development. Minority voices, such as LGBTQ+ and indigenous communities, hold unique perspectives that challenge prevailing norms and enrich the tapestry of global thought.

The five distinct voices that we bring together highlight the need for enhanced representation in global governance, as well as the transformative potential of *the 2030 Agenda* in its five core areas (SPs): People, Planet, Prosperity, Peace and Partnerships. MGG participants coming from five continents demand that no one be left behind in renewed efforts to meet the SDGs, while envisaging a world where human rights, democracy, good governance and the rule of law, as well as global partnerships, are essential for enabling sustainable development.

1st row: Lesedi Madi (South Africa)
2nd row, from left to right:
Jacqueline Aguilar Baca (Mexico),
Reon van der Merwe (South Africa),
Roland-Valentin Müller (Romania),
Tuhinshubra Giri (India)
Participants IF 20



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io



1st Executive Seminar on International Order, Global Partnerships, United Nations

4th October – 20th October 2023

1st row, from left to right:

Santiago Estanislao Mones Ruiz (Argentina), Tatiana Atangana Mbia (Cameroon), María Lizett Aceves Serrano (Mexico), Hashimu Gusau Abubakar (Nigeria), Denis Chemei (Kenya), Melie Meli Mampuya (Democratic Republic of the Congo), Ahmad Shukri Al Hilmi Ahmad Faris (Malaysia), Saeed Al Sabahi (United Arab Emirates)

2nd row, from left to right:

Camila Depassier Lavados (Chile), Maroof Althobaity (Saudi Arabia), Mostafa Diaa Eldin Mohamed (Egypt), Nadiuzka Omaira Ramos Troetsch (Panama), Abay Kambarbek (Kazakhstan), Silke Mahler (Deputy Head of Diplomacy by Networking), Susanne Baumann (State Secretary of the Federal Foreign Office), Ambassador (ret.) Stefan Schlüter (Programme Director), Yvette Caroline Hüsselmann (Namibia), Elhadj Amadou Lamine Diagne (Senegal), Ali Jihad Bouraa (Algeria), Sharmayne Kimel Onella Balram (Guyana), Laura Heil (Programme Assistant), Emilia Bruder (Programme Coordinator)

Absent: Daniel Castro Morales (Colombia), Dauda Sandy (Sierra Leone)

»In a global economy marked by complexities and interdependence, the need for a strengthened global governance architecture and global partnerships is increasingly acute.«

Sharmayne Kimel Onella Balram
(Guyana)
Participant IO 1

The 1st Executive Seminar on International Order, Global Partnerships, and United Nations for International Diplomats hosted by the Federal Foreign Office of Germany provided a platform for our diverse group of mid-level career diplomats to enhance our awareness, exchange ideas, and develop a critical understanding of the importance of multilateralism - its challenges and prospects, governance and the role of the United Nations in maintaining peace and security, promoting sustainable development and protecting human rights. It also explored the importance of global partnerships and multilateralism when navigating the geopolitical landscape to address global issues faced by the international community.

The seminar highlighted Germany's role as a policymaker at the regional and global levels. This has enhanced its standing in the global community and has contributed to its ability to influence policies in the multilateral system. The seminar also facilitated participation in the Berlin Peace Dialogue 2023 and the Climate Security Conference, as well as interactions with parliamentarians, former Ambassadors, diplomats, and representatives of the German Chancellery, international organisations and non-governmental organisations. Participants were also able to visit government offices and United Nations organisations in Hamburg, Bonn and The Hague.

In a global economy marked by complexities and interdependence, the need for a strengthened global governance architecture and global partnerships is increasingly acute. The seminar underscored the importance and value of the

United Nations in strengthening global governance and partnerships to address the challenges that transcend our borders, to create the framework for nations to effectively find global solutions to shared problems for a more peaceful, equitable and sustainable world.

The seminar further provided an opportunity for participants to deliberate and share with German policymakers, diplomats and experts the value of multilateralism in promoting the equal participation of small states and developing countries like ours in the rules-based international system, given the inherent challenges that disproportionately affect us. These discussions highlighted the continued constructive role Germany can play in supporting efforts of small states and developing countries in advancing multilateralism and inclusive global governance, and the strengthening and deepening of partnership with diplomatic partners and regional groupings.

For me, as a participant from Guyana, the seminar provided a platform to share perspectives and foster dialogue with other participants from Latin America, Africa, Asia, the Middle East and from Germany on areas of mutual interest and convergence with Guyana's foreign policy priorities, which include climate and food security, achieving sustainable development and strengthening the role of the United Nations as the main global governance multilateral institution to address global challenges.

In conclusion, I would like to commend the structure, organisation and coordination of the seminar and extend my sincere appreciation to the Programme Director and Coordinators.



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global-partnerships-and-united-nations](https://diplomatictraining.alumniportal.com/programmes-2023/international-order-global-partnerships-and-united-nations)



io



ap



1st Executive Seminar on the Impact of Geopolitical Developments on Global Economy and Security

6th November – 24th November 2023

1st row, from left to right:

Jorge Rascon (Mexico), Mohammed Alshuraiqi (Libya), Leyla Jumagulyyeva (Turkmenistan), Apisara Law-ariya (Thailand), Andrea Salazar (Ecuador), Aminath Abdulla Didi (Maldives), Makoto Sugimura (Japan), Liza Cifuentes (Guatemala), Stephen Idahosa (Nigeria), Mariama Diaby (Guinea), Marla Cárdenas (Cuba), Johanna Sufin (Programme Assistant)

2nd row, from left to right:

Julian Michaeli (Programme Coordinator), James Brandon (Ireland), Jan Końsko (Poland), Teodora Momčilović (Serbia), Ambassador (ret.) Peter Tempel (Programme Director), Tobias Lindner (Minister of State at the Federal Foreign Office), Kevin Kristiansen (Denmark), Andrea Christ (Head of Diplomacy by Networking), David Koehn (Switzerland), Nicolas Pasaman (Argentina), Yunis Hasanzade (Azerbaijan)



ap

»Having eighteen countries from five continents represented in the room for each topic ensured for a fascinating confluence of opinions and positions.«

At a time of overlapping and seemingly endless crises, the simple act of sitting down in a room together and seeing people, rather than just policies, can be utterly invaluable. This was certainly the case for the 1st Executive Seminar on the Impact of Geopolitical Developments on Global Economy and Security, as eighteen diplomats from around the world descended on a wintery Berlin to discuss some of the most pressing issues of today.

The challenges facing the world are both complex and multifaceted; something that was reflected in the broad programme for this seminar. From the Middle East and China to Climate Security and the Law of the Sea, with time even found for a study visit to Hamburg, no stone was left unturned as we took stock of the myriad of challenges confronting all of us today. Having eighteen countries from five continents represented in the room for each topic ensured for a fascinating confluence of opinions and positions, and meant that every moment was a learning experience, with new perspectives being offered at every opportunity.

During this period, we had the privilege of being in Berlin for the 9th of November, a day which uniquely delves into the complexities of history; which commemorates the good alongside the bad; and which invites all involved to reflect honestly about their pasts, ensuring they serve as lessons for the future, rather than blueprints for repetition. Three decades on from

Fukuyama's provocative declaration of the "End of History", the opposite appears to be true, as the constant and prevailing influence of history today remains undeniable. So too is the fact that no two histories are the same, and that history affects each person, culture and country in different ways. In such an environment, finding time to sit down with others and get to know them, their cultures, and their histories, can make a world of difference when confronting common challenges together.

As Diplomats, we understand well the value of words; but this understanding can often lead to overreliance, as we assume that words alone will be sufficient. In the spirit of "*Taten sagen mehr als Worte*", this seminar necessitated taking the major action of physically coming together from all corners of the world – an act which holds so much more power than any of the subsequent words we spoke together.

The sense of connection with each participant, and with our German hosts, that this act created will outlive the memory of every word used during the three weeks. This, I believe, is the true value of such a seminar. The sense of intangible connection between each participant and with our hosts, now that it exists, will not easily be forgotten. Taking part in this seminar was an honour and a privilege; the lessons learned and friendships made are ones I will carry with me for the rest of my life.

James Brandon (Ireland)
Participant AP 1



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ffp



2nd Executive Seminar on Feminist Foreign Policy

6th November – 17th November 2023

1st row, from left to right:

Margarita del Carmen Zurita Tuñón (Panama), Nick Quade (Programme Assistant), Angar Oyun (Mongolia), Carmen Montserrat Rovalo Otero (Mexico), Sui Tuominen (Finland), Tobias Lindner (Minister of State at the Federal Foreign Office), Marta Eva Gonzalez (Argentina), Paulina Alejandra Cruz Aroca (Chile), Melek Gülsen (Türkiye), Mariana Ocampo (Colombia)

2nd row, from left to right:

Wim Schaerlaekens (Belgium), Pálína Björk Matthíasdóttir (Iceland), Emanuel Börger (Programme Coordinator), Ambassador (ret.) Heidrun Tempel (Programme Director), Bertha Amakali (Namibia), Farrah Musani (Canada), Andrea Christ (Head of Diplomacy by Networking), Kristina Habek (Croatia)

Absent: Florence Können (Luxembourg)

»FFP should require everyone in our ministries, at all levels, to incorporate a gender perspective on a daily basis.«

Carmen Montserrat Rovalo Otero
(Mexico)
Participant FFP 2

In November 2023, I had the privilege of participating in the 2nd Executive Seminar on Feminist Foreign Policy (FFP) alongside 13 other experienced, intelligent, curious and kind diplomats.

It was with passion and enthusiasm that Ambassador Heidrun Tempel and her team organised a programme of engaging discussions with high-ranking officials and representatives of civil society, political foundations, media, academia, think-tanks and scientific organisations. Some participants came from countries that have adopted a FFP, like Mexico. Others came from countries that are considering doing so or that have implemented relevant measures for gender equality. Curiously enough, despite our different backgrounds, there were shared questions that we constantly raised and discussed during the seminar. For example, *what does “feminist” mean? Is it the most adequate term to qualify foreign policy? Can states be feminist? Should FFP be diversity-inclusive and transformative?*

Mexico defines its FFP as a “set of principles that seek to promote government actions to reduce and eliminate structural differences, gender gaps and inequalities, in order to build a more just and prosperous society”. But *what does that mean in practical terms? How can I as a diplomat make FFP real and meaningful in my daily work and life?*

When we talk about FFP, we should think about inclusiveness and intersectionality. FFP is not a policy of women, by women and for women. One of our peers – the only man in the group – highlighted how important it is that men are also included in conversations and training courses about FFP.

FFP can be seen as a conceptual framework that can help to (1) structure, systematise and promote existing initiatives; (2) identify biases, stereotypes and power structures; (3) design solutions that are gender-transformative and diversity-sensitive; (4) and prioritise awareness-raising and capacity-building on gender issues.

But how can we make our FFP sustainable in the long term and shield it from political and ideological shifts? When asked about this at a conference in Brussels, Minister Annalena Baerbock underscored that “FFP should be principled, pragmatic and persistent”.

FFP should require everyone in our ministries, at all levels, to incorporate a gender perspective on a daily basis and to promote gender equality, diversity and respect for human rights. Moreover, we need alliances and compromises with like-minded countries. In an international context characterised by increasing polarisation, politicisation and pushback against the gender agenda, FFP can provide a relevant platform for forging alliances, identifying common positions and planning strategies, particularly in multilateral forums. Even when countries have not introduced an FFP, we have common challenges and objectives despite our different realities and these objectives can serve as bridges to bring developed and developing countries together to promote gender equality and diversity. Undoubtedly, this seminar brought us closer to this goal.

I want to use these final lines to thank Germany’s Federal Foreign Office for sharing its experience and providing a safe and friendly space to think, discuss, constructively criticise and make proposals about FFP. In times of hectic schedules and excessive workload, a two-week pause for deep and meaningful reflection was definitely a true gift.



Please visit our website:
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programmes-2023/feminist-foreign-policy](https://diplomatictraining.alumniportal.com/programmes-2023/feminist-foreign-policy)



ffp



**NANCY
AKELLO LOKECH**



**JANE
KAMBALAME**



**REFILWE
NDOU**



**ZÉNAB
KANTÉ**



**TAYLOR
SCHROPP**



**ANDREA
CHRIST**



**JOANNA
CAMILLERI**



**MUSINDO
CASPER MANDAVA**



**SOSSO
TCHAKPI**

inkl



1st Inclusive Seminar on Multilateralism and COP 28 Case Study (online)

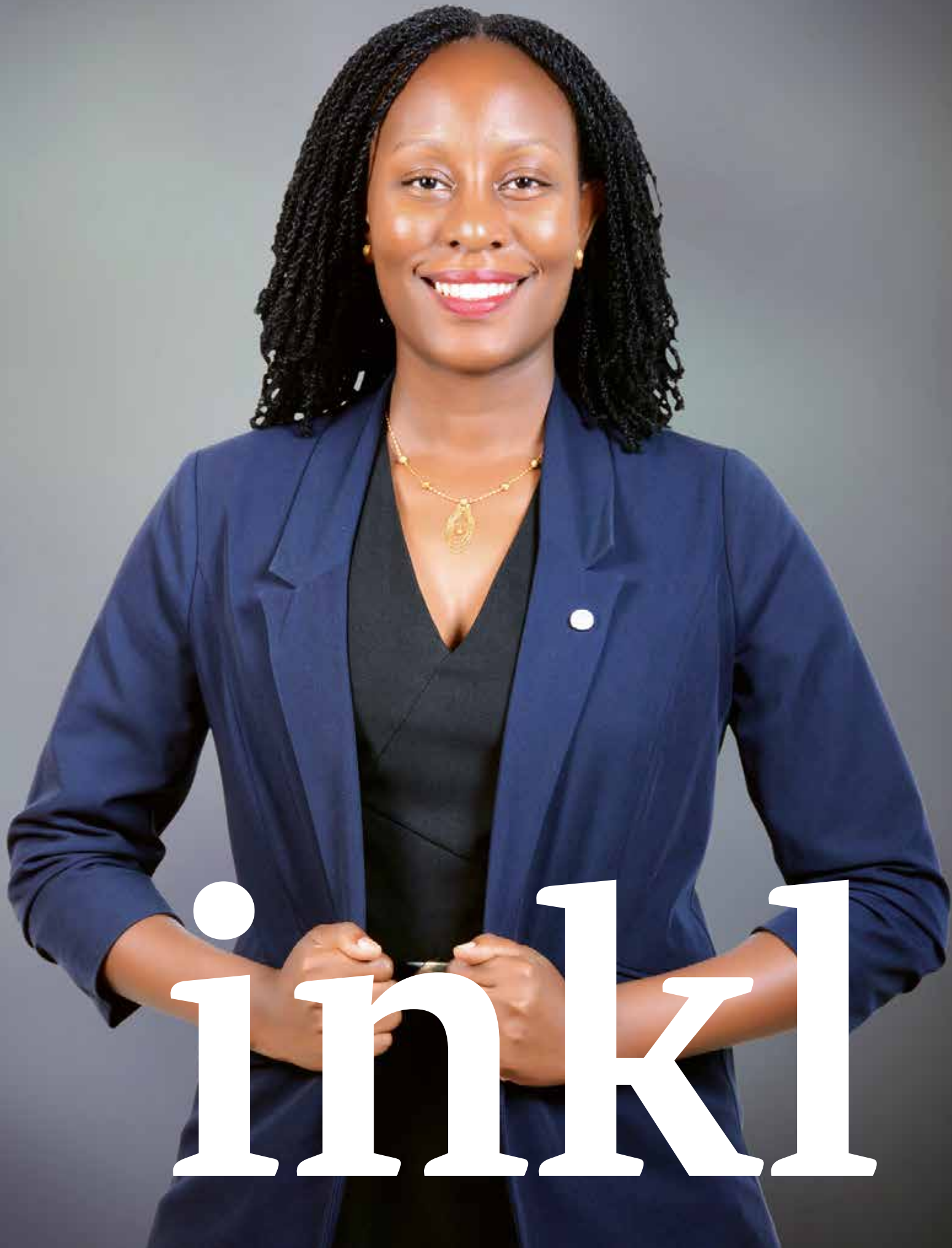
6th November – 17th November 2023

From above, from left to right:

1st row: Nancy Akello Lokech (Uganda), Jane Kambalame (Malawi), Refilwe Ndou (South Africa), Gabriel Galea (Malta), Caroline Ofulah (Kenya), Abitt Stoltz (South Africa)

2nd row: Zénab Kanté (Seychelles), Taylor Schropp (Programme Assistant), Andrea Christ (Head of Diplomacy by Networking), Emma Banda (Malawi), Moses Aubrey Mokoena (South Africa), Alishia Kaikara Kiiza (Uganda)

3rd row: Joanna Camilleri (Malta), Musindo Casper Mandava (Zimbabwe), Sosso Tchakpi (Togo), Ambassador (ret.) Anna Prinz (Programme Director), Carla Clemens (Programme Coordinator), Lélénda Awade (Togo)



ink1

»We have to be well acquainted with the history of the four corners of the world and build bridges over the turbulent waters that mar this history.«

It was truly an honour to take part in the 1st Inclusive Online Seminar on Multilateralism. Through a blend of experiential and didactic learning, participants had the opportunity to learn from peers and from the exceptional trainers and organisers. The interactive training brought together participants from eight different countries, creating a rich multicultural environment in which we could exchange ideas.

I extend our thanks to the trainers and organisers, the architects of our shared experience. All of the participants will be able to reflect upon the journey we undertook collectively and conclude that we learned, we grew and we expanded our networks.

Diplomacy is a field that imposes heavy demands. Diplomats are required to understand complex international relations and have a firm grasp of current affairs. We have to be well acquainted with the history of the four corners of the world and build bridges over the turbulent waters that mar this history. The role of multicultural training courses and continuous learning opportunities such as this is therefore of paramount

importance – we cannot deny that. We were not just recipients of knowledge, but beneficiaries of dedication, expertise and the tireless efforts of a remarkable group of individuals at the German Foreign Service Academy.

To the trainers, whose wisdom and experience have lit up our minds, we express our deepest appreciation. You have given us practical tools for diplomacy, and we will use these tools to become more astute diplomats. You have given us an insight into the complex world of climate action, negotiation and the many other challenges that diplomats continue to face. The participants of the 1st Inclusive Online Course on Multilateralism also had a song composed, featuring our voices and hopes for COP28. I don't think many people can boast of this!

To conclude, I would like to say thanks again to Diplomacy by Networking. The alumni of this course look forward to further collaboration and learning. As the proverb goes: If you want to go fast, go alone, but if you want to go far, go together. Through collaborative learning, we can all contribute to a world of strengthened international relations, understanding and peace. Together, we can go far.

Caroline Ofulah (Kenya)
Participant INKL 1



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»Experience the Foreign Service Academy«

Dear readers of the annual magazine of Diplomacy by Networking,

First of all, I would like to thank you: for your interest in this issue, for your interest in Diplomacy by Networking. I have had the privilege of meeting participants of courses run by Diplomacy by Networking on several occasions and have been able to meet a lot of interesting people. You have shared your thoughts with me and given me the opportunity to examine my own attitudes and opinions, question them and perhaps change them from time to time. And I have learned that you yourselves have felt the same way: meeting colleagues from other countries and having the opportunity to get to know their attitudes and the reasons for them has changed

some of you just a little. I believe that Diplomacy by Networking makes an important contribution to networking and understanding in this way. And of course we also want to communicate and explain Germany's position on certain topics to you through our programmes.

However, the success of these programmes depends on their participants: Diplomacy by Networking – that is, above all, you!

What many of you probably don't know is that Diplomacy by Networking is part of a larger whole, it is part of the Foreign Service Academy. Of course that is the case, many of you will say, it is all about training. And you're right, it is about training. And yet the training that you, the participants of the Diplomacy by Networking courses, have enjoyed is different from the other training that we offer.

I would like to introduce this to you here.

We train young talents for the German diplomatic service – incidentally on what is probably the most beautiful campus in Berlin (and perhaps Germany?): the Reiherwerder nature and water conservation area. Our academy is located in an idyllic location on a peninsula directly on Lake Tegel. An ideal learning environment!

With few exceptions, you will not find a German diplomat at any level who has not been trained by us. (Almost) every ambassador, every administrative manager and every office clerk learned his or her craft at the Foreign Service Academy.

First of all, there are the “classic” diplomats in the higher service, the future ambassadors. They come to us with a university degree – from very different backgrounds: the spectrum ranges from lawyer to opera singer – and receive a one-year training course in which they acquire the knowledge and skills that diplomats need: from personnel management to organisational studies, from international and European law to negotiation techniques, from history to economics.

There are also colleagues from the intermediate service. You can perhaps compare them to middle management employees. These colleagues have (at least) a high school diploma and complete a three-year dual course of study with us, at the end of which they receive a diploma as an “administrative economist” from the Federal University of Applied Administrative Sciences. During their studies, they deal very intensively with complex legal issues, but also, of course, with administrative issues and topics such as culture, protocol, etc.

Last but not least, there are the colleagues in the middle service. They come to us after completing secondary school, but many also with a high school diploma or university degree and some with many years of professional experience. With us, they receive two years of very broad and demanding training. Lessons in law, budgeting, history, IT and much more prepare them for their future career. They are knowledge managers and ensure that missions abroad are solvent. They take care of the properties and the car fleet. In short: they ensure that the infrastructure is there that the other careers need for their work.

All three career paths receive language instruction during the respective training period – some primarily English, others English and French, some Spanish. Some also learn completely different languages, including non-European languages.

All colleagues we train go through a multi-stage and very demanding selection process. We attach great importance to transparency and fairness. The written selection procedures are carried out completely anonymously. In the oral procedure, a multi-member commission assesses the applicants. The commission members must first undergo appropriate training. The equal opportunities officer and the committees are invited to be present. The commission is also advised by psychologists.

We are very pleased that our courses have become more and more diverse in recent years, in every respect: gender, age, ethnic origin, etc. What counts is aptitude, performance and ability – just as the Basic Law stipulates. We also attach particular importance to skills that go beyond mere knowledge: cooperation and leadership skills, the ability to work in a team, and of course the desire to represent Germany and its values worthily in different locations all over the world, even under difficult circumstances. It is clear that this is not always easy, that it is sometimes even very difficult, especially for the families affected. We therefore also pay attention to the resilience of the applicants in the selection process.

Another offer from the academy is aimed at students and legal trainees. They have the opportunity to complete their legal traineeship and mandatory internships both at the Federal Foreign Office and at numerous missions abroad. These training courses can last from six weeks to six months and give young people the opportunity to get to know the Foreign Service and its tasks from an inside perspective. In 2023, we were able to offer such internships to around 1200 people.

If one of you or a friend, acquaintance or relative is interested in our service (and has German citizenship), you are welcome to apply – whether as a diplomat, legal trainee or intern. You can find further information under [Einstiegsmöglichkeiten - Auswärtiges Amt \(auswaertiges-amt.de\)](https://www.auswaertiges-amt.de).

Dear readers of the annual magazine of Diplomacy by Networking, I hope you enjoy this magazine. Stay with us and stay healthy!

Kind regards,

Karin Marschall



Karin Marschall
Ambassador
Head of the Foreign Service Academy

»How Inclusive is the Federal Foreign Office?«



Interview with:

Kristin Augsburg
Commissioner for Gender Equity and Diversity at the Federal Foreign Office
Team SBV: Team of the Spokesperson for People with Disabilities at the Federal Foreign Office
Christoph Fabis, Ekaterina Ganeshina, Lydia Sasnovskis, Cornelia Eichmann, Thomas Stege

Ms Augsburg, what does your work as Commissioner for Gender Equity and Diversity mainly focus on?

Kristin Augsburg: As the title implies, my team and I are tasked with advancing gender equity, diversity, inclusion and non-discrimination throughout the Federal Foreign Office and with ensuring that these issues are firmly anchored across all areas of work. Although this sounds rather technical, our aim is basically to establish gender, diversity and disability mainstreaming in all policy areas and fields of action, as well as in the minds of the nearly 12,000 staff members of the Federal Foreign Office.

My Division is also responsible for the internal aspects of our feminist foreign policy – because, for us to be credible in our external relations, we must also change on the inside. A special focus here is increasing the share of women in management positions. We are working hard to make the Federal Foreign Office a more attractive place for women to work and to remove structural barriers, for example, by facilitating a good work-life balance.

You were elected as the Team of the Spokesperson for People with Disabilities at the Federal Foreign Office in 2022. What goals did you set yourself and what challenges, both positive and negative, have you encountered so far on your way to achieving those goals?

Team SBV: The primary aim is to achieve greater equality between employees with the help of the following measures: improvement of actual

working and framework conditions facilitating equal working careers for staff members whose disability is classified as being equivalent to a severe disability, particularly in the area of physical and digital accessibility, a focus on abilities rather than on limitations and deficits, more awareness-raising among all other staff members, also and particularly among those in leadership positions as important role models and multipliers, and of course in the expansion of advisory services for individuals.

In this context we encounter the following challenges: outdated mindsets and in some cases a lack of willingness or simply unconscious “forgetfulness” when it comes to automatically taking the issue of inclusion into account in the modern world of work. We must highlight and raise awareness of clear, sometimes unconscious stereotypes and prejudices and strive to eliminate them through a wide range of measures, such as basic and further training.

Frequent efforts must be made to ensure adequate visibility of the Spokesperson for People with Disabilities with their comprehensive advisory services. Our relatively small team of four people must constantly ensure that we keep pace with the diverse range of issues, provide legal assessments and exercise rights of representation. Last but not least, we must permanently and intensively strive to eliminate hurdles caused by limited financial and personnel capacities by taking concrete steps.

What responsibilities and obligations do your Division and the Federal Foreign Office have with regard to staff members who experience discrimination on account of, say, their gender, religion, a disability, or their age?

Kristin Augsburg: In accordance with the General Act on Equal Treatment, we function as the Complaints Office and therefore receive and examine complaints that staff members bring to us in connection with discrimination on account of their gender, ethnic background, religion or belief, a disability, their age or sexual identity, as well as due to bullying, sexual harassment and everyday sexism. Although dealing with these complaints involves a lot of time and resources, the effort is worth it.





The fact that more and more staff members are finding the courage, despite at times being under significant psychological stress, to talk about discrimination, bullying and sexual harassment and to seek help deserves recognition and shows that there is a growing awareness of anti-discrimination among staff members.

The experience we've gained so far confirms our belief that a key factor for prevention is to offer advice, information events and training sessions with a view to reducing insecurity – in particular when managers have questions about how they should deal with situations they encounter.

Team SBV: We need a real paradigm change in this area: That means that staff members without disabilities must regularly be reminded that people with disabilities are an integral part of the team, that their special challenges must be taken into account, but above all that they also have particular strengths which should be used within the team in a targeted manner in order to increase its diversity and bolster the team as a whole. A no-tolerance policy towards discrimination must be modelled consistently at all hierarchical levels. The existing complaints mechanisms as defined in the General Equal Treatment must be publicised, their instruments used as befits the situation and sanctions imposed rigorously where discrimination is found to have taken place.

How inclusive would you say diplomacy is, as a field of work?

Kristin Augsburg: The staff that work at the Federal Foreign Office get the chance to travel around the world. And we make sure that staff members with disabilities have the same opportunities, because diversity is engrained in our way of working. There is an increasing trend to assess employer attractiveness based on whether the organisation's culture is gender and diversity sensitive, and whether or not they cater to certain needs. The Federal Foreign Office signed the Diversity Charter in 2014, making a commitment to create an appreciative work environment for all staff members. We want to get the message out that an inclusive work environment benefits everyone.

What is the current situation in the area of accessibility within the Federal Foreign Office, both in an analogue and a digital context?

Team SBV: Progress is definitely being made with regard to raising awareness of the significance of the issue. However, both physical and digital accessibility is still an extremely hard nut to crack, and calls for its implementation

must be ongoing. Arguments citing financial and personnel bottlenecks must be repeatedly countered. Accessibility is still regarded as "nice to have" rather than a "must-have" by some people.

In what way does the Federal Foreign Office advocate for inclusion in its foreign policy activities?

Kristin Augsburg: The Federal Foreign Office has represented Germany abroad for more than 150 years. Today, German diplomacy strives to reflect the full spectrum of German society and to be an advocate for inclusion, gender equity and comprehensive diversity. The Federal Foreign Office therefore works to protect the rights of persons with disabilities not only within its own organisation, but also in Germany's foreign policy.

Germany is working around the world for universal recognition of the Convention on the Rights of Persons with Disabilities, for example in the UN Human Rights Council in Geneva, in the Third Committee of the UN General Assembly in New York and through recommendations in the Universal Periodic Review (UPR). During Germany's term as a non-permanent member of the United Nations Security Council, the Federal Government in 2019 was involved in organising, under the auspices of the Federal Foreign Office, a meeting on persons with disabilities in armed conflicts. Germany thereby helped bring about the adoption of UNSCR Resolution 2475 (2019) on the protection of persons with disabilities in situations of armed conflict.

Moreover, with the help of specific guidelines for its project partners, the Federal Foreign Office wants to make sure that the rights and needs of people with disabilities are taken into account in Germany's humanitarian assistance and are strengthened within the context of promoting human rights projects around the world.

What has your Division specifically been able to accomplish so far? What efforts to promote inclusion are planned for 2024 (both digital and in-person)?

Kristin Augsburg: Being awarded Berlin's Inclusion Prize on 19 November 2021 marked a high point in the Federal Foreign Office's efforts to promote inclusion and ensure participation.

Almost all of our premises in Germany are accessible whereas working at some of our missions abroad does present challenges that we are happy to tackle.

Accessibility is a right enshrined in law, and the Federal Foreign Office has made considerable strides in this area in recent years. While it brought many restrictions, the COVID-19 pandemic also prompted us to modernise in many spheres, in terms of accessibility. In general, it is safe to say that the digital transformation in today's world of work and the increased flexibility of working hours has benefited most staff members with and without disabilities. However, the devil is in the details, and I know that accessibility must be considered from the very start in all areas, from the moment that planning begins. Not only because we are legally obliged to do so, but because everyone benefits from this.

Currently, our inclusion work therefore focuses on ensuring that work environments are designed with inclusion in mind, also with regard to the digital transformation, on continuing to strengthen the mobility of our staff members with severe disabilities and on encouraging potential applicants to submit applications for positions at the Federal Foreign Office.

"Thank you very much for the interview!"



Sitting, from left to right:
Innawa Bouba, Noa Marie Moissl.
Standing: **Carlota Baltersee
Fernandez, Lars Mittelstaedt,
Claire Lorig.**

Networkers

»Diplomacy by Networking: Connecting the World«

Claire Lorig and Noa Marie Moissl, programme coordinators in the Networkers Team, in an interview with Elaine Bach, intern in the Networkers Team

Elaine: 2023 was a big year for the Networkers Team! What were your highlights working as programme coordinators for the team this year?

Claire: In mid-August, I commenced working with the Networkers Team and, although my involvement in various programmes has been limited so far, I undertook the coordination responsibilities for the 28th Network Consolidation Programme in October. The experience was particularly enriching as I witnessed the fruition of our collective efforts over the preceding weeks. One aspect that resonated with me during the programmes was the ability to forge robust professional networks and cultivate friendships with individuals from diverse countries within the span of a week. Engaging with the participants and the wider Alumni community provided me with the opportunity to appreciate the unique narratives each individual brought to the table.

Marie: Although I loved many of the projects and events this year, my highlight was planning and organising the Regional Network Conference in Cairo in June. It was an inspiring experience to come together with Alumni from so many different countries and backgrounds and discuss the effects of climate change and our common future. The programme served the purpose of learning together, not only through the excellent speakers, but also by being a basis for exchange within the group. I built up real friendships over those days, and it was also a wonderful plus to get to know Egypt and its rich culture and history!

Elaine: Besides these two programmes, what other events and ideas have you been working on this year?

Marie: The main objective in our team is to maintain and expand the networks built by Diplomacy by Networking's training programmes and to continue to be a hub for exchange. Therefore, this year we continued to facilitate programmes such as two in-person Network Consolidation Programmes in Berlin and a workshop on strategic foresight. We also launched our *Berlin Sessions*, monthly get-togethers for our more than 500 Alumni living in Berlin to discuss a variety of political topics.

Claire: Besides providing in-person events, we also organised online events to be able to overcome travel barriers, enabling us to unite a broader spectrum of Alumni. For instance, we planned and implemented an online Network Consolidation Programme on digital resilience. We have sustained our online conference format, providing a collaborative platform for our Alumni and employees from the Federal Foreign Office to convene and discuss crucial matters in our rapidly evolving global landscape.

Elaine: Why do you think the Alumni work of Diplomacy by Networking continues to be of such vital importance?

Marie: It seems like there are more crises in the world every year and so it is more important than ever to continue to build bridges between countries and continents, between opinions and positions, and between individuals willing to take on responsibility for creating a more peaceful world.

Claire: Every member of our Alumni Network whom I've had the chance to meet has shared insightful stories with enthusiasm and passion, creating an environment that was both enlightening and inspiring. Bringing together such accomplished professionals is of vital importance to further deepen the bond between our Alumni. We are delighted to see the excitement of our Networkers as they foster their relationship with each other and with German culture.

Elaine: What do you have planned for 2024? What can our Alumni look forward to?

Claire: We are taking the time to plan an eventful 2024 for our Networkers. Like they do every year, our Alumni will have the opportunity to come together for our Network Consolidation Programmes in Berlin. In addition, as we reinstated our Regional Network Conference after a two-year pause, we would like to carry on this tradition in 2024.

Marie: We would also like to continue fostering our network of Alumni in Berlin and regularly host after-work events to strengthen the ties and exchange here. Our work is always meant to be beneficial to you, our Alumni, so of course we are always interested in your ideas. Let us know what topics you are keen to learn more about, or how our networking is profitable to you! We are thankful for your impulses and look forward to hearing from you.

Claire: Looking back over all the events planned during this year, we are immensely grateful for our very active and committed community of Alumni, a community that keeps growing. We wish you a wonderful 2024!

M. Moissl 

Regional Network Conference



The programme was kicked off with a welcome reception hosted by the Ambassador of the Federal Republic of Germany to Egypt, Frank Hartmann, where the participants had an opportunity not only to get to know each other but also to reconnect with some of the other alumni currently based in Cairo. The next day began with a meeting with representatives of Egypt's Ministry of Foreign Affairs and Ministry of Environment, followed by a panel discussion with different NGOs reflecting on the specific challenges in Egypt and the country's role as COP27 president. A highlight for the participants was the visit to VeryNile Island in the afternoon, an initiative in Cairo that aims to collect, process and reuse plastic from the Nile. The day ended with a small tour through the old streets of Islamic Cairo.

On the third day, participants were able to engage with experts from the European Bank for Reconstruction and Development, as well as with representatives of the German Agency for International Cooperation. A panel discussion on "Powering the Future through Climate Diplomacy: MENA's Renewable Energy Transition", hosted by the German Embassy, brought together experts from energy companies and the financial sector. The programme provided a unique opportunity for participants to gain new perspectives on the link between the energy transition and economic growth.

In addition to enriching learning experiences, the conference also allowed the participants to explore the rich history and culture of the region. After all, our alumni could not travel to Egypt without a visit to the Pyramids of Giza! On the final day of the programme, the group travelled to Giza to admire the Great Pyramid, one of the most famous sights in the world. The excursion was a wonderful conclusion to an exciting and insightful programme that brought together participants from various parts of the world, not only to exchange their views on climate change and the future of energy, but also to enjoy and consolidate the friendships they have developed through the alumni network.

Bottom: A memorable reception: participants gathered for a farewell reception on the last evening of the programme.



»Common Horizons: Energy Security and Climate Change« 5 – 8 June

Before the COVID-19 pandemic, our Regional Network Conferences usually took place one or two times a year in different parts of the world and brought together a small group of Networkers to speak about a variety of political topics. After a three-year suspension, we finally restarted our conferences this year, and what better a place to pick up these alumni meetings again than in Cairo, Egypt, one of our network city hotspots, as it is home to more than 181 alumni.

In Cairo, the conference took place under the title "Common Horizons: Energy Security and Climate Change". The programme, developed in cooperation with the German Embassy in Cairo, was designed to examine the issues related to climate change and the energy transition from a political, economic and civil-society perspective. 32 alumni from 26 countries participated in the four-day programme, engaging in thought-provoking discussions and exploring one of the largest cities in Africa.

Strategic Foresight Workshop

The European Union as a Global Actor 11 – 14 July

In July, Diplomacy by Networking introduced a four-day networking programme to our alumni. The workshop covered the topic of strategic foresight, an essential tool for navigating the complexities of the contemporary political landscape and embracing ongoing transformations. As the world confronts a range of interconnected challenges, also known as a “polycrisis”, we currently find ourselves in a VUCA (volatile, uncertain, complex, and ambiguous) world. To navigate through these overlapping crises and transformation processes, policymakers need to take a proactive and future-oriented approach, which is where strategic foresight plays a vital role in promoting preparedness, resilience, and collaboration for a secure and prospering world.

The Strategic Foresight Workshop was initiated to explore the theme of the European Union as a Global Actor. The valuable programme presented initial trends and global crises while examining how the EU is perceived by its citizens. The workshop commenced by bringing together 15 participants from various backgrounds from seven different countries, and each participant shared their distinctive viewpoint. Expert contributions from distinguished professionals within and outside the Federal Foreign Office, as well as from the participants, were vital in enhancing their holistic understanding of complex global issues and potential responses.



Strategic foresight can aid in identifying potential risks and opportunities, driving the EU’s efforts towards promoting stability and cooperation. A comprehensive understanding of strategic foresight, including its methodologies, applications, and pragmatic advantages, would ensure that foresight is integrated into forward-looking and long-term policymaking.

The daily seminars, hosted in collaboration with the European Council on Foreign Relations and the Jacques Delors Centre at the Hertie School, provided valuable insights into strategic foresight techniques that policymakers can utilise during a crisis. These methods include improving responsiveness, enhancing the speed of response, and facilitating better planning.

During the workshop, participants engaged in fruitful dialogue on the challenges and opportunities presented by globalisation, facilitating an enriching exchange of insights and experiences on the European Union’s approach to strategic foresight, as well as their own perspectives.

Given the rapidly changing nature of our world, policymakers must prioritise forward-thinking and strategic planning to prepare for the future. This requires a comprehensive understanding of the current situation, as well as an awareness of how the future may, and should, progress.

Mariam Chakhvadze discussing strategies with programme coordinator Louis Weise.





Navigating Change: Reshaping European Security Policy in the »Zeitenwende« Era 17 – 23 September

The 27th Network Consolidation Programme, titled “Navigating Change: Reshaping European Security Policy in the ‘Zeitenwende’ Era”, was held in Brussels and emerged as a pivotal forum. It brought together our alumni to explore the current state of political affairs with a focus on the pressing political challenges posed by Russia’s war of aggression against Ukraine. Over the course of five days, participants engaged in nuanced discussions aimed at recalibrating security policies to adapt to a shifting geopolitical landscape. They benefited from invaluable insights provided by subject-matter experts.

The first day took place at the Federal Foreign Office in Berlin, and centred on Germany’s foreign policy towards Russia and the paradigm shift marked by Germany’s National Security Strategy. Renowned defence experts joined Ms Fuhrhop from the German Institute for International and Security Affairs (SWP) to deliver insightful presentations, fostering an enriching dialogue between the participants, who contributed diverse and enlightening perspectives.

The programme’s second day unfolded at the Federal Academy for Security Policy (BAKS), where participants had the privilege of speaking with Mr Brose, its Director. They then visited the Federal Ministry of Defence and the German Resistance Memorial Center for an immersive exploration of the intricacies of security policy. To finish the day, participants toured the New National Gallery, which displays modern art from the twentieth century.

The third day involved a dynamic simulation game based on civilian-military cooperation, which prompted engaging discussions and offered participants first-hand experience of the complexities of decision-making and compromise in this field. They then travelled onwards to Brussels to continue the programme.

The fourth day featured informative presentations on European defence cooperation by a representative of the European Defence Agency, climate security discussions, and insights into Franco-German cooperation within NATO. An afternoon visit to the European External Action Service offered an in-depth exploration of the EU’s response to Russia’s war of aggression against Ukraine. This was followed by a visit to the European Parliament, where participants had the opportunity to speak with the German



Top: Lea Matevska and Roksolana Tezbir in discussion with colleagues. Bottom: Noviyan Halim enjoying the simulation game on civilian-military cooperation.



MEP Reinhard Bütikofer. Finally, they enjoyed an evening of cultural indulgence and Belgian beer at the Brasserie de la Senne.

On the last day, participants convened at the NATO headquarters in Brussels to round off their discussions on Russia’s war of aggression against Ukraine, this time through the lens of NATO’s response. Senior representatives from the German delegation to NATO and colleagues from the International Staff enriched the discussions.

This programme unquestionably served as an exceptional platform for participants to deepen their understanding of European security policy. Meetings with high-level experts, coupled with the international perspectives of our Diplomacy by Networking alumni, made for a memorable and enriching experience. We look forward to bringing together our Networkers for similar events in the near future.

Network Consolidation Programmes

»Peace Mediation & Crisis Diplomacy in Action« 22 – 28 October

In October, Diplomacy by Networking, in collaboration with our longstanding partner, the Center for Peace Mediation at the European University Viadrina, hosted the 28th Network Consolidation Programme on “Peace Mediation & Crisis Diplomacy in Action: Confrontation, Co-Existence or Cooperation?”. The programme brought together 17 participants from 16 countries.

The week’s intensive programme exemplified the successful dialogue fostered by our highly diverse and compelling group of participants from the Alumni Network. This event was held in Berlin with a two-day excursion to our partner institution in Frankfurt (Oder).

Given the unstable situations facing various regions of the world, including the ongoing war in Ukraine, this programme was of the utmost importance. The participants jointly analysed how novel approaches and styles of dialogue can assist in addressing contemporary issues. This is of increased significance because, during the last ten years, dialogue and mediation have become crucial instruments in a wide range of responses to political crises and violent conflicts spanning various countries and contexts.

Our week began with an introductory event at the Federal Foreign Office, where various workshops were conducted to acquaint the participants with one another and outline the challenges and questions they would be addressing in peace mediation during the ensuing days.

To thoroughly explore the theme, we spent two days at the European University Viadrina, our partner institution located on the German-Polish border. The second day of the programme centred on the relationship between Poland and Germany. We were graced with the presence of René Wilke, Mayor of Frankfurt (Oder), who highlighted the significance of regional discourse. There was also an opportunity for the attendees to engage with Jarosław Bajaczyk, an alumnus from Poland, during the discourse surrounding the past and future connections between Poland and Germany.

After a long day, which included a visit to the Polish border city of Stubice, participants engaged in a discussion about potential peace mediation strategies for the Ukrainian conflict. Dr Tetiana Kyselova, an associate professor at the National University of Kyiv-Mohyla, was also present for a debate regarding innovative pathways and formats of dialogue in the context of the war in Ukraine.

During our final two days in Berlin, participants analysed relations with Russia and debated the possibility of dialogue. These discussions were crucial as they focused on how Germany could reshape its role and relationships with its Eastern European neighbours, Poland and Ukraine, as well as with Russia. The potential for untapped opportunities was explored. Participants expressed their aspirations for peaceful coexistence regarding the Ukrainian-Russian conflict.

This programme facilitated the gathering of individuals from diverse backgrounds to discuss the crucial topic of peace mediation, as dialogue and mediation have emerged as important tools in the extensive range of responses to political crises and violent conflicts.



Participants and organisers gathering for the closing ceremony and awarding of certificates of participation in Berlin.



Online Programmes

»Digital Resilience: Challenges and Opportunities in an Interconnected World« 25 – 28 April

The 26th Network Consolidation Programme “Digital Resilience: Challenges and Opportunities in an Interconnected World”, launched by the Networkers Team in April 2023, was a remarkable success. The second NCP to focus on the topic of digitalisation, the programme closely examined the challenges and threats as well as the opportunities when it comes to strengthening and building resistance under the current circumstances. The four-day intensive online sessions aimed to equip the participants with a deep understanding of the challenges faced in a digital age and the implications for individuals, societies and nations. The programme had a total of 17 participants as well as many colleagues from the German Federal Foreign Office listening in regularly.

The first day, the programme kicked off with a presentation that offered a broad review and new perspective of the dangers and opportunities of digitalisation, followed by an up-close look at the digital sovereignty and dependencies of individuals, as well as societies and nations. During the next two days, participants were able to discuss cyber threats and implications for critical infrastructure with special focus on Russia as a threat for global Cyber Security. The participants, through cooperation with the Federal Office for Civil Protection (BBK) and Disaster Assistance, were introduced to tools and instruments to assess cyber security risks. This deepened their understanding of the complexity of the topic and its practical relevance to everyday life.

Virtual group picture of our 26th Network Consolidation Programme participants.

The week concluded with a thought provoking panel discussion with representatives of German governmental institutions, non-profit organisations and the press. The week-long conference managed to connect a number of experts with participants from 12 different countries, including diplomats, journalists and academics.

The interactive programme was well appreciated, providing diverse perspectives from the theory and practice of experts as well as of participants through gripping discussions on the most pressing challenges and threats of digitalisation and cyber security. The conference also highlighted the importance of education and awareness raising on the topic, which will be crucial in mitigating the more harmful impacts cyber threats in the future.

Expert Dialogue on the Political Situation in Libya

On 10 November, an expert dialogue on the political situation in Libya was held online in French. The discussion proved to be insightful and engaging, enriched by the valuable contributions of esteemed guests Mr Emad Badi and Mr Michael Ohnmacht, the German Ambassador to Libya.

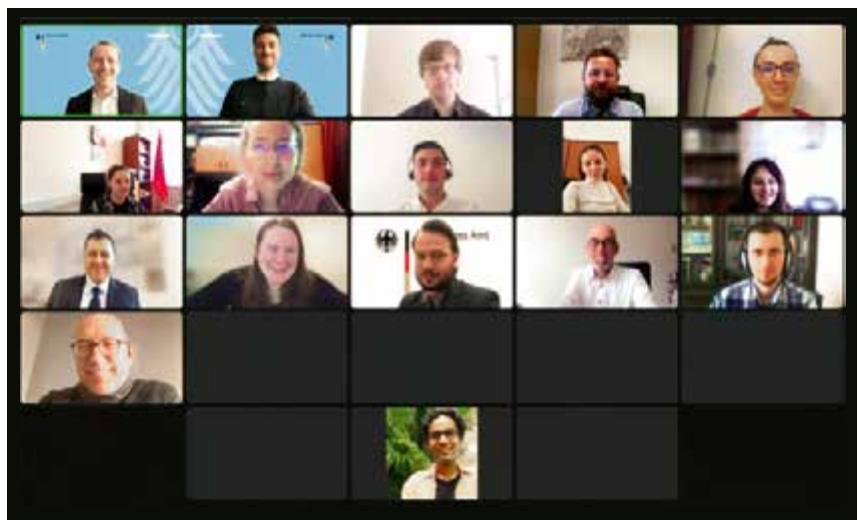
Mr Emad Badi, a researcher at the Centre for Humanitarian Dialogue (HD) in Geneva, brought a wealth of knowledge to the conversation. His insights into the complexities of the Libyan polit-

ical landscape, particularly concerning human rights challenges, added depth to the dialogue. Participants had the opportunity to gain a nuanced understanding of the obstacles faced in striving for the protection of human rights in Libya.

Ambassador Michael Ohnmacht provided a diplomatic perspective, sharing first-hand observations and analyses of the current political climate in Libya. His presence underscored the international community’s interest in and commitment to addressing the challenges facing the nation. The ambassador’s remarks shed light on Germany’s stance and its contribution to the stabilisation and development of Libya.

Throughout the discussion, participants actively engaged with the speakers, posing questions and offering their perspectives on the ambitious task of safeguarding human rights protection in Libya. The limited attendance based on the “first come, first served” principle facilitated meaningful exchanges, allowing for a dynamic and interactive session.

In conclusion, the discussion not only provided a comprehensive overview of the political situation in Libya but also highlighted the significance of collaborative efforts and international engagement in addressing the intricate challenges faced by the nation. The diverse insights offered by Mr Badi and Ambassador Ohnmacht added valuable dimensions to the conversation, leaving participants with a deeper understanding of the issues at stake.



Stories & Impact

Professor Ibrahim Awad (Palestinian territories)

Participant in IFAT 2018, WEP 28

Current location: Palestinian territories

As a professor in business economics and econometrics and Dean of the Faculty of Business and Economics at Al-Quds University, my research interests revolve around business, entrepreneurship, competitiveness, development and resource economics. As a matter of fact, I have published numerous papers and participated in various international conferences.

As well as being an Alumni of the Federal Foreign Office, I am also an Alumni of a programme on Business and Entrepreneurship Education organised by World Learning in partnership with the US Department of State's Bureau of Educational and Cultural Affairs (ECA). The programme played a significant role in fostering knowledge and resource sharing among business school professionals and entrepreneurs. It facilitated discussions on business school accreditation and entrepreneurship, enhancing the connections among the participants.

Through this programme I was well prepared for my participation in the 28th Network Consolidation Programme, organised by the esteemed Federal Foreign Office from 22 to 28 October 2023. The programme's theme was "Dialogue & Crisis Diplomacy in Action: Confrontation, Co-Existence or Cooperation?" and was hosted and sponsored by the Federal Foreign Office in Berlin in cooperation with the European University Viadrina, Frankfurt (Oder).

Participating in the Diplomacy by Networking programme in 2023 has significantly impacted my career trajectory. The programme allowed me to expand my knowledge in narrative analysis, interests, dilemmas, dialogues, mediations, real-life examples and risky and promising paths. The programme's tangible and meaningful discourse has significantly contributed to my expertise.

Noviyan Halim (Indonesia)

Participant in IFAT 2018, WEP 27

Current location: Indonesia

Being invited as a representative of a private global energy company to participate in the NCP 27 – among diplomats and policy experts – might seem unconventional. Yet, my participation was not only warranted but immensely beneficial. The programme fostered cross-disciplinary dialogue, showcasing speaker mastery and prompting thought-provoking inquiries. Engaging with diverse perspectives on the Ukraine-Russia conflict offered invaluable insights into Europe's evolving security dynamics.

Candid conversations during the programme challenged my preconceptions, enhanced my professional acumen and deepened my passion for global security challenges. Understanding the EU's response to the conflict became pivotal, as it has widespread effects on fuel supply, inflation and food scarcity globally. This shift from regional to global impact makes the programme relevant to individuals from different backgrounds. This immersive experience not only expanded my knowledge but also transformed my approach to security policy discussions. It provided a nuanced perspective, propelling me towards a more informed and active role in shaping discourse on European security policy shifts.

Moreover, beyond the enriching discussions, the programme provided memorable social experiences: from artisan beer tasting in Brussels to savouring local delicacies like "pommes frites" and exploring Berlin's newly refurbished New National Gallery.

Looking ahead, I envision leveraging these insights as a catalyst for positive change. This experience has instilled in me a profound sense of responsibility – a commitment to a future where diplomacy serves as a beacon of progress and peace. The NCP 27 was not just a chapter; it was a volume, brimming with revelations, connections and the promise of a future shaped by informed diplomacy.

Tamara Gómez Marín (Costa Rica)

Participant in LAK 14, WEP 20, WEP 28,
RNC Cairo, GDL. Current location: Italy

Despite the global community navigating one of its most complex collective moments in recent history, I am convinced that multilateralism and diplomacy, as a public service, are indispensable to achieving peaceful coexistence among people. By caring for one another, we can foster real solutions to the climate crisis and build bridges between different worldviews, facilitating a future where humanity, its coexistence with our planet and human rights are at the core.

To achieve this aspiration (which should be the compass of diplomacy), dialogue, candid conversations and a readiness to listen and understand other realities, diverse priorities, challenges and cultural contexts are indispensable. That is where I see the main value of Diplomacy by Networking. Since my first experience, I have been very grateful for a programme that has brought us closer to different realities, allowing us to engage in dialogue with diplomats, civil society and the private sector from all corners of the world, in a necessary exercise to build trust and openness to recognise the aspirations of others.

During 2023 in particular, I was able to participate in spaces of debate and seminars on energy security and climate change, on how to create entry points to resume dialogue in addressing conflicts, dilemmas, interests and narratives. Above all, I participated in honest spaces that made us reflect on how to design constructive processes that would enable lasting peace. What I learned from this year was profound, interacting with individuals who expanded my horizons, as well as with teams of the highest level of expertise and generous hearts. Thank you, Diplomacy by Networking, Cairo's institutions and civil society, and the Center for Peace Mediation at the European University Viadrina.

In 2023, we launched a new format for our Networkers in Berlin: the *Berlin Sessions*.

Taking place every one to two months, the events are the perfect opportunity to bring together some of our over 500 alumni living and working in Germany's capital to discuss a variety of political, economic, and cultural topics. Besides fostering interaction, our Networkers and Alumni Team aimed to create a space for meaningful dialogue.

March

In response to the proposal to exchange ideas and benefit from the knowledge created by those exchanges, the first *Berlin Session* on 17 March brought together 24 international diplomats, experts and scholars from 17 different countries for a working lunch at the Federal Foreign Office. As preparation for the Berlin Energy Transition Dialogue in the following week, the discussion over lunch centred on energy sustainability. The participants were joined by three experts from the Federal Foreign Office: Oliver Rentschler, Director-General for Climate Diplomacy, Economic Affairs and Technology at the Federal Foreign Office, and Holger Klitzing and Miriam Ott, working on energy transition and climate partnerships, as well as a fourth expert: Sabrina Schulz, currently working as CoCEO of econnext and one of our own alumni. The lunch gave our participants the opportunity to ask questions about the upcoming conference, discuss the advantages and challenges of the energy transition in an attempt to mitigate climate change, and simply to reconnect with old and new friends in our Alumni Network.

May

In celebration of Europe Day in May, the second *Berlin Session* took place on 23 May in cooperation with the Representation of the European Commission in Berlin and focused on current global challenges confronting the European Union. Patrick Lobis, Deputy Head, and Nora Hesse, Leader of the Political Team of the Representation of the European Commission in Berlin, joined the discussion as speakers and answered questions about their current work. Russia's war of aggression against Ukraine, economic challenges following the COVID19 pandemic, and the growing impact of climate change, as challenges the EU is facing in today's global landscape, were only a few of the topics discussed. The theme of this *Berlin Session* was well received by our alumni, especially by those working at European embassies, and over 40 participants joined the afterwork seminar and reception to exchange ideas and thoughts with their colleagues.



Right: Héctor Salvador Ferri, Enrique Noria Freyre and Maírtín Cronin at the reception at the Representation of the European Commission in Berlin.

Berlin Sessions

July

Every year in July, Berlin celebrates the LGBTQIA+ community on Christopher Street Day, a great occasion to speak about the importance of queer representation in foreign policy. Our third *Berlin Session* therefore explored the importance of LGBTQIA+ inclusion in policy-making, specifically in German foreign policy. In a more intimate setting, 20 alumni were invited to the Federal Foreign Office to reflect on how Germany can integrate queer perspectives and advocate for LGBTQIA+ rights worldwide. Guest speakers included Katharina Schuster from the Gender Equity and Diversity Division at the Federal Foreign Office, Patrick Dörr from the Lesbian and Gay Federation in Germany, Sarah Kohrt from the Hirschfeld-Eddy Foundation, and Elja Krützfeld from Queeramnesty. The speakers and participants reviewed the measures Germany has taken so far, not least in its Feminist Foreign Policy, and debated how Germany can further implement inclusive standards not only in its foreign policy abroad, but also in its internal system. At the end, the participants and speakers were able to round off the evening with drinks and bilateral discussions on the roof terrace of the Federal Foreign Office.

September

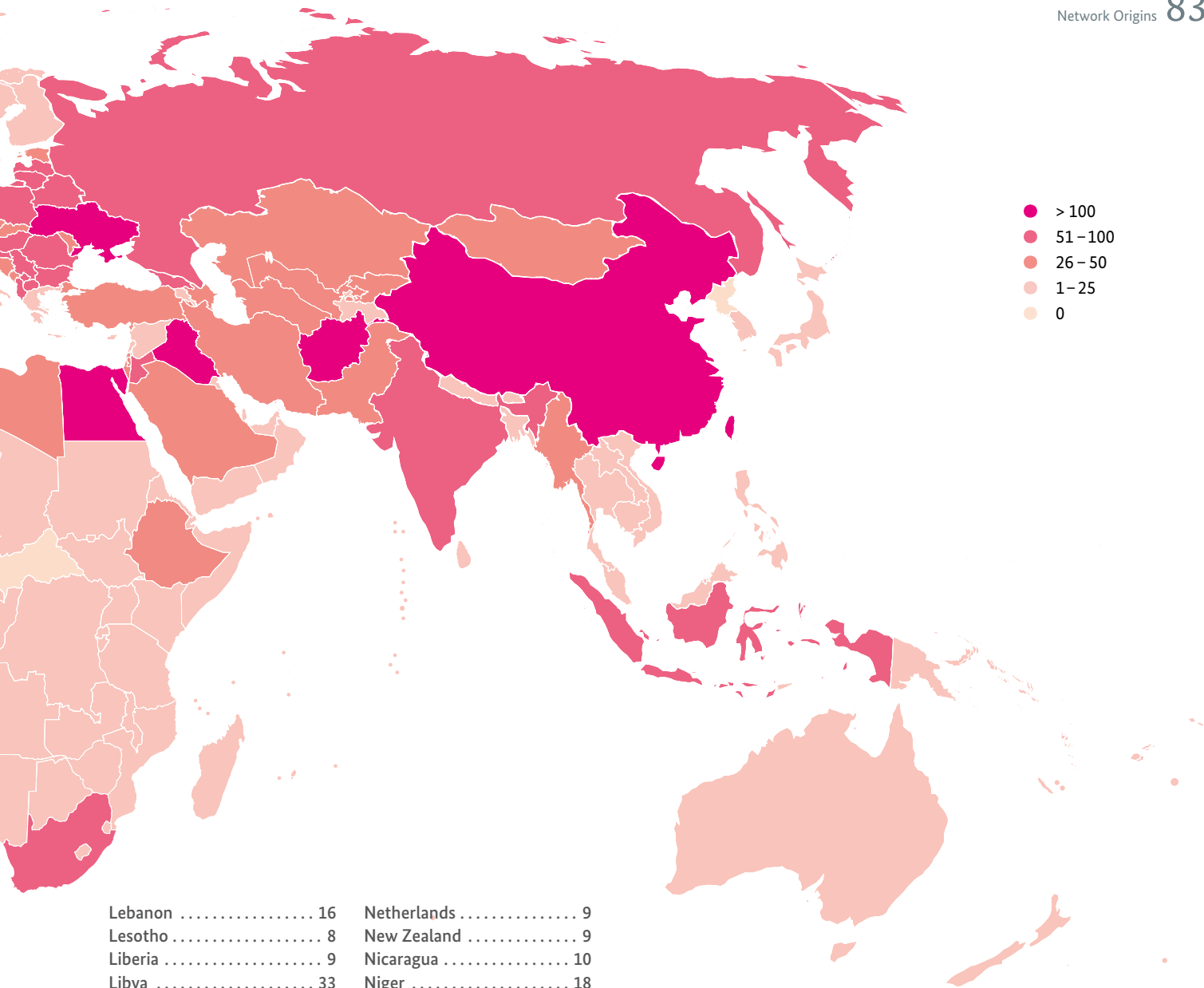
In celebration of the European Day of Languages on 26 September, Diplomacy by Networking and the Embassy of Ireland in Germany hosted a joint *Berlin Session* entitled “Beatha teanga í a labhairt – The life of a language is in speaking it”. The European Day of Languages is celebrated annually as a tribute to the linguistic variety that characterises Europe, promoting multiculturalism, cultural exchange and lifelong language learning. This workshop explored the theme of minority languages, with a focus on Irish and Sorbian. We were honoured to hear from the Irish Ambassador to Germany, Dr Nicholas O’Brien, as well as Ms Madlena Di Sarno from Domowina, the Association of Lusatian Sorbs, which allowed our participants to broaden their knowledge of linguistic diversity across Europe. This cultural exchange also opened up the floor for an interaction between our participants, who shared a few words and phrases in their respective languages through a competitive game. The event provided a unique opportunity for our alumni to come together, network and celebrate linguistic diversity, fostering a sense of unity while exploring the challenges and triumphs of preserving minority languages such as Irish and Sorbian.

October

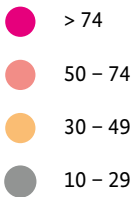
On 19 October, we joined forces with the Embassy of Latvia in Germany to hold a seminar with Jānis Sārts, Head of NATO Strategic Communications Centre of Excellence, dedicated to exploring the ever-evolving disinformation landscape. Disinformation poses a significant threat to democratic processes and institutions, undermining trust in elections and the government. Hostile actors can use disinformation as a tool to manipulate public opinion and interfere with the internal affairs of other countries. The aim of this seminar was to shed light on the intricacies of disinformation in today’s digital age, explore its implications for national security and discuss strategies to counteract its harmful effects. In addition to our alumni in Berlin, the seminar was open to other contacts from various embassies and students from Humboldt-Universität, as well as employees of the Federal Foreign Office. The event was a complete success: almost 90 participants took part in the afternoon programme. Jānis Sārts shared insights on the work done to better understand and counter disinformation and propaganda campaigns, expose false narratives and provide accurate information to the public. His expertise, as well as the subsequent discussion with our participants, unfolded into an enriching experience that illuminated this critical issue.



Right: Alda Vanaga, Ambassador of the Republic of Latvia to Germany, welcoming the guests at the Federal Foreign Office.



Lebanon	16	Netherlands	9	Seychelles	8	Timor-Leste	1
Lesotho	8	New Zealand	9	Sierra Leone	6	Togo	8
Liberia	9	Nicaragua	10	Singapore	9	Tonga	3
Libya	33	Niger	18	Slovakia	42	Trinidad and Tobago	4
Lithuania	57	Nigeria	13	Slovenia	29	Tunisia	68
Luxembourg	5	North Macedonia, Republic	51	Solomon Islands	2	Türkiye	32
Madagascar	5	Norway	8	Somalia	3	Turkmenistan	26
Malawi	9	Oman	19	South Africa	89	Tuvalu	1
Malaysia	22	Pakistan	42	South Sudan	19	Uganda	11
Maldives	9	Palau	3	Spain	3	Ukraine	266
Mali	6	Palestinian territories	36	Sri Lanka	23	United Arab Emirates	19
Malta	4	Panama	13	St. Kitts and Nevis	6	United Kingdom	14
Marshall Islands	3	Papua New Guinea	3	St. Lucia	3	United States of America	19
Mauritania	12	Paraguay	18	St. Vincent and the Grenadines	1	Uruguay	13
Mauritius	9	Peru	15	Sudan	14	Uzbekistan	29
Mexico	104	Philippines	9	Suriname	5	Vanuatu	6
Micronesia, Federated States of	1	Poland	59	Sweden	6	Venezuela, Bolivarian Republic	8
Moldova, Republic	43	Portugal	3	Switzerland	6	Viet Nam	22
Mongolia	32	Qatar	7	Syria, Arab Republic	11	Yemen	18
Montenegro	30	Romania	58	Tajikistan	19	Zambia	11
Morocco	29	Russian Federation	59	Tanzania, United Republic	16		
Mozambique	2	Rwanda	6	Thailand	22		
Myanmar	44	Samoa	3				
Namibia	15	São Tomé and Príncipe	2				
Nauru	2	Saudi Arabia	31				
Nepal	6	Senegal	5				
		Serbia	54				



Network City Hotspots

Our approximately 4,700 alumni are spread out all over the world, across 191 countries. The attached map shows cities in which at least ten alumni were living in 2023: our alumni city hotspots. This illustration allows us to take a look at where *Diplomacy by Networking* has created good alliances and friendships thanks to our networks. It is clear proof that *Diplomacy by Networking* reflects Germany's foreign policy priorities and does indeed create a worldwide network of partners and friends, whose numbers are increasing every year.

Three observations are especially noteworthy: Berlin continues to have by far the largest cluster of alumni, with 503 alumni living in the city.

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.

Network City Hotspots



This most likely reflects a special interest on the part of our former participants in both Germany and German foreign affairs, especially with this year's addition of our newest events, the Berlin Sessions. Once again, Cairo occupies second place, with 181 alumni, followed by Beijing with 168 and Kyiv with 163 alumni. These alumni clusters, the capitals of Egypt, China and Ukraine, continue to represent some of our largest and longest-standing nation-specific programmes.

In addition, Mexico City (64), Brasília (55) and Bogotá (15) are this year's three major city hotspots in Central and South America.

Moreover, the representation of our alumni is particularly high in Eastern Europe. Aside from our hotspot Ukraine, countries like Latvia with Riga (43), Serbia with Belgrade (41) and Poland with Warsaw (33) stand out with a high number of alumni, no doubt the result of our very first programmes that began over thirty years ago for diplomats from Central and Eastern Europe.

In almost every capital and larger city, you can find at least a few of our networkers. We look forward to new hotspots being added to this map as the network continues to grow. In the coming years, *Diplomacy by Networking* aims to foster and grow our network through more in-person meetings and additional programmes in our city hotspots.



Moving

THE AMERICAS

Khadeeja Aufiyau (Maldives)

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

Participant of: **ASP 13**

M Ibrahim Shakaib Ayazi (Afghanistan)

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

Participant of: **AFG 6**

Dr. Svetozar Dimitrov (Bulgaria)

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

Participant of: **IDL 39**

Jose Giret (Paraguay)

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

Participant of: **LAK 7**

Snezhana Gjorgjieva

(Republic of North Macedonia)

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

Participant of: **WB 5**

Sara Hakimi (Afghanistan)

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

Participant of: **AFG 18**

Ursula Holland (Canada)

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

Participant of: **HSP 2**

Abu Bakar Mamat (Malaysia)

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

Participant of: **ISL 1**

Dagmar Minarikova (Czech Republic)

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

Participant of: **MOE 14**

Cristian Perea Parra (Colombia)

Has moved on to ... **Caracas, Venezuela**

Participant of: **CS 2**

Maria Rodriguez-Dominguez (Mexico)

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

Participant of: **IF 16**

Toussaint Taro (Burkina Faso)

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

Participant of: **RNM Addis Abeba**

Vivian Valencia (Mexico)

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

Participant of: **GDL 10**

Fernando Javier Valdés Vicencio (Mexico)

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

Participant of: **WEP 9**

AFRICA

Piotr Czarnocki (Poland)

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

Participant of: **RNC Cairo**

Maipelo Mogotsi (Botswana)

Has moved on to ... **Gaborone, Botswana**

Participant of: **AFR 3**

Menzan Adingra Prince-Florent

(Côte d'Ivoire)

Has moved on to ... **Luanda, Angola**

Participant of: **CS 2**

EUROPE

Moustapha Abdou (Niger)

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

Participant of: **AFR 9**

Emad Al-Juhaishi (Iraq)

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

Participant of: **IDP 2**

Mesaïd Alkulaib (Kuwait)

Has moved on to ... **Kuwait, Kuwait**

Participant of: **NMO 12**

Enass Alshahwan (Saudi Arabia)

Has moved on to ... **Stockholm, Sweden**

Participant of: **RNM Istanbul**

Dragana Anđelić

(Bosnia and Herzegovina)

Has moved on to ... **Ankara, Türkiye**

Participant of: **RNM Budva**

Anna Balle (Philippines)

Has moved on to ... **Essen, Germany**

Participant of: **GDL 1**

Polona Mal Bitenc (Slovenia)

Has moved on to ... **Ljubljana, Slovenia**

Participant of: **DaF C+ 2022**

Amirlin Erdenebold (Mongolia)

Has moved on to ... **Berlin, Germany**

Participant of: **IDL 29**

Ziya Fataliyev (Azerbaijan)

Has moved on to ... **Strasbourg, France**

Participant of: **IDL 34**

Roman Feješ (Slovakia)

Has moved on to ... **Bratislava, Slovakia**

Participant of: **WEP 10**

Abigail Greenwald (USA)

Has moved on to ... **Hamburg, Germany**

Participant of: **IDL 45**

Margalita Japaridze (Georgia)

Has moved on to ... **Tampere, Finland**

Participant of: **WEP 20**

Mateja Kracun (Slovenia)

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

Participant of: **MOE 15**

Hertica Liridona (Kosovo)

Has moved on to ... **London, UK**

Participant of: **WB 7**

Ana Lominadze (Georgia)

Has moved on to ... **Brussels, Belgium**

Participant of: **RNM Istanbul**

Rugiyya Malikova (Azerbaijan)

Has moved on to ... **Paris, France**

Participant of: **ZAS 1**

On

In a constantly growing network – with more than 4,000 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.

Elizabeth Maloba (Kenya)

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

Participant of: **WEP 15**

Sofiia Melnyk (Ukraine)

Has moved on to ... **London, UK**

Participant of: **HLEP UKR 2021**

Boris Mirchevski (Republic of Moldova)

Has moved on to ... **Athens, Greece**

Participant of: **WEP 11**

Lara Mullen (Ireland)

Has moved on to ... **Berlin, Germany**

Participant of: **IDP 13**

Oleksandra Mycielska (Ukraine)

Has moved on to ... **Warsaw, Poland**

Participant of: **HLEP UKR 2018**

Eva Nastas (Albania)

Has moved on to ...

The Hague, Netherlands

Participant of: **WB 1**

Oleksandr Natiushyn (Ukraine)

Has moved on to ... **Brussels, Belgium**

Participant of: **RNM Tifilis**

Yara Nawar (Egypt)

Has moved on to ... **Athens, Greece**

Participant of: **EGY 4**

Zinaida Negara (Republic of Moldova)

Has moved on to ... **Brussels, Belgium**

Participant of: **CS 1**

Alexandrina Panaite-Cserkesz (Romania)

Has moved on to ...

Prague, Czech Republic

Participant of: **OS-Anti-Korruption**

Mariam Schubäusn (Georgia)

Has moved on to ... **Tbilisi, Georgia**

Participant of: **IDL 43**

Dmytro Shevchenko (Ukraine)

Has moved on to ... **Munich, Germany**

Participant of: **RNM Kiew**

Victoria Sirbu (Republic of Moldova)

Has moved on to ... **Vienna, Austria**

Participant of: **DaF C1 2021**

Didzis Stavausis (Latvia)

Has moved on to ... **Berlin, Germany**

Participant of: **IDL 45**

Radmila Stojmirovska (North Macedonia)

Has moved on to ... **Tirana, Albania**

Participant of: **WB 4**

Katharina Strecker (Germany)

Has moved on to ... **Brussels, Belgium**

Participant of: **IF 13**

Rita Subaciute (Lithuania)

Has moved on to ... **Berlin, Germany**

Participant of: **IDL 38**

Jean-Louis Thill (Luxembourg)

Has moved on to ... **Brussels, Belgium**

Participant of: **EU**

Irena Vrečko Toplak (Slovenia)

Has moved on to ... **Brussels, Belgium**

Participant of: **MOE 18**

Aliisa Tornberg (Finland)

Has moved on to ... **Helsinki, Finland**

Participant of: **DK 13**

Jakub Wojsyk (Polen)

Has moved on to ... **Warsaw, Poland**

Participant of: **OS-Anti-Korruption**

ASIA

Raghdah Al-Dawoodi (Iraq)

Has moved on to ... **Qurna, Iraq**

Participant of: **IRQ 6**

Muqheet Asim (Pakistan)

Has moved on to ... **Islamabad, Pakistan**

Participant of: **AFG 15**

Marwan Alex Ayyash (Pakistan)

Has moved on to ...

Bishkek, Kyrgyz Republic

Participant of: **ISL 5**

Hanina Ben Bernou (Algeria)

Has moved on to ... **Amman, Jordan**

Participant of: **WEP 10**

Chum Boonroong (Cambodia)

Has moved on to ...

Bandar Seri Begawan, Brunei

Participant of: **WEP-OK**

Edouard Huot (Canada)

Has moved on to ... **Astana,**

Kazakhstan

Participant of: **IDL 39**

Mohamed Najeel (Maldives)

Has moved on to ... **New Delhi, India**

Participant of: **ASP 7**

Sonam C Namgyel (Bhutan)

Has moved on to ... **Thimphu, Bhutan**

Participant of: **ASP 9**

Sophany Outh (Cambodia)

Has moved on to ... **Haikou, China**

Participant of: **KHM LAO**

Aida Toumi (Tunisia)

Has moved on to ... **Jeddah,**

Saudi Arabia

Participant of: **WEP 28**

Mohamed Wagdi Zeid (Egypt)

Has moved on to ... **Eilat, Israel**

Participant of: **IDP 7**

AUSTRALIA / OCEANIA

Esther Margarita Arias Cuentas

(Colombia)

Has moved on to ... **Canberra, Australia**

Participant of: **WEP 8**

Your moves in 2023

Global Diplomacy Lab

**Follow the GDL's activities
via the website:
www.global-diplomacy-lab.org
and via the social media channels
Instagram: @globaldiplomacylab
LinkedIn: Global Diplomacy Lab**

The Global Diplomacy Lab (GDL) is a network of over 300 creative problem-solvers from a wide range of sectors, countries and disciplines. In the GDL network, members, partners, traditional and non-traditional diplomats as well as the secretariat work together on new and more inclusive approaches to diplomacy to address the pressing issues of our time.

Today, the GDL has five equal cooperation partners: Germany's Federal Foreign Office, iac Berlin, BMW Foundation Herbert Quandt, the Ministry of Foreign and European Affairs of the Republic of Slovenia and the German-American Fulbright Commission.

Any enthusiastic member from these networks can apply to join the member-driven network of the GDL to co-create novel ideas and develop solutions for global challenges with mutual trust and accountability. The next open call for applications will kick off in the second half of 2024.





Do you have a question or want to receive regular updates on what the GDL does?

Your message will reach us via the contact form on our website:



The GDL Coffee Break Podcast

Tune in to the monthly conversations with experts, activists and diplomats from the GDL network and Khaldun Al Saadi, GDL member and podcast host. The Coffee Break Podcast is available on all podcast streaming platforms.

**Ghada Zribi (Tunisia / the United States),
Yandeh Sallah-Muhammed (the Gambia),
Shawgi Omer Nawai (the Sudan / France)**



Members, partners and the secretariat gathered in Tunis and Utique, Tunisia, for the first-ever GDL Festival to reflect about the past labs and discuss new directions for the GDL.

The GDL Festival 2023

2 – 15 October 2023, Tunis & Utique, Tunisia

For the first-ever GDL Festival, members, leading partners and the secretariat met up in Tunis and Utique, Tunisia, for a relaxed, stimulating and inspiring network gathering. The community took a walk down memory lane to reflect on the busy GDL years so far. Throughout the many activities and labs, the community has tackled topics including feminist policy, water diplomacy, climate change and inclusive cities. On this occasion, the festival group outlined a new strategic focus for the remaining two years of the Diplomacy 4.0 strategy: under the guidelines of trust-building and collective action for conflict resolution, the GDL will evaluate its activities to gain deeper practical insights from the labs, and package them into tangible outcomes such as toolkits, innovative methodologies for inclusive diplomacy, and evidence-based policy recommendations for diplomacy efforts.





Labs

Through labs, the GDL creates spaces for members to experiment, discuss and implement their ideas for inclusive diplomacy. The labs are local (and digital) hubs, designed and hosted by GDL members, through which participants develop an understanding of socio-political and environmental challenges, conceptualise pathways to innovative solutions and then act upon them. For each challenge, the members work with grassroots initiatives and local stakeholders to address the important issues their communities are facing.

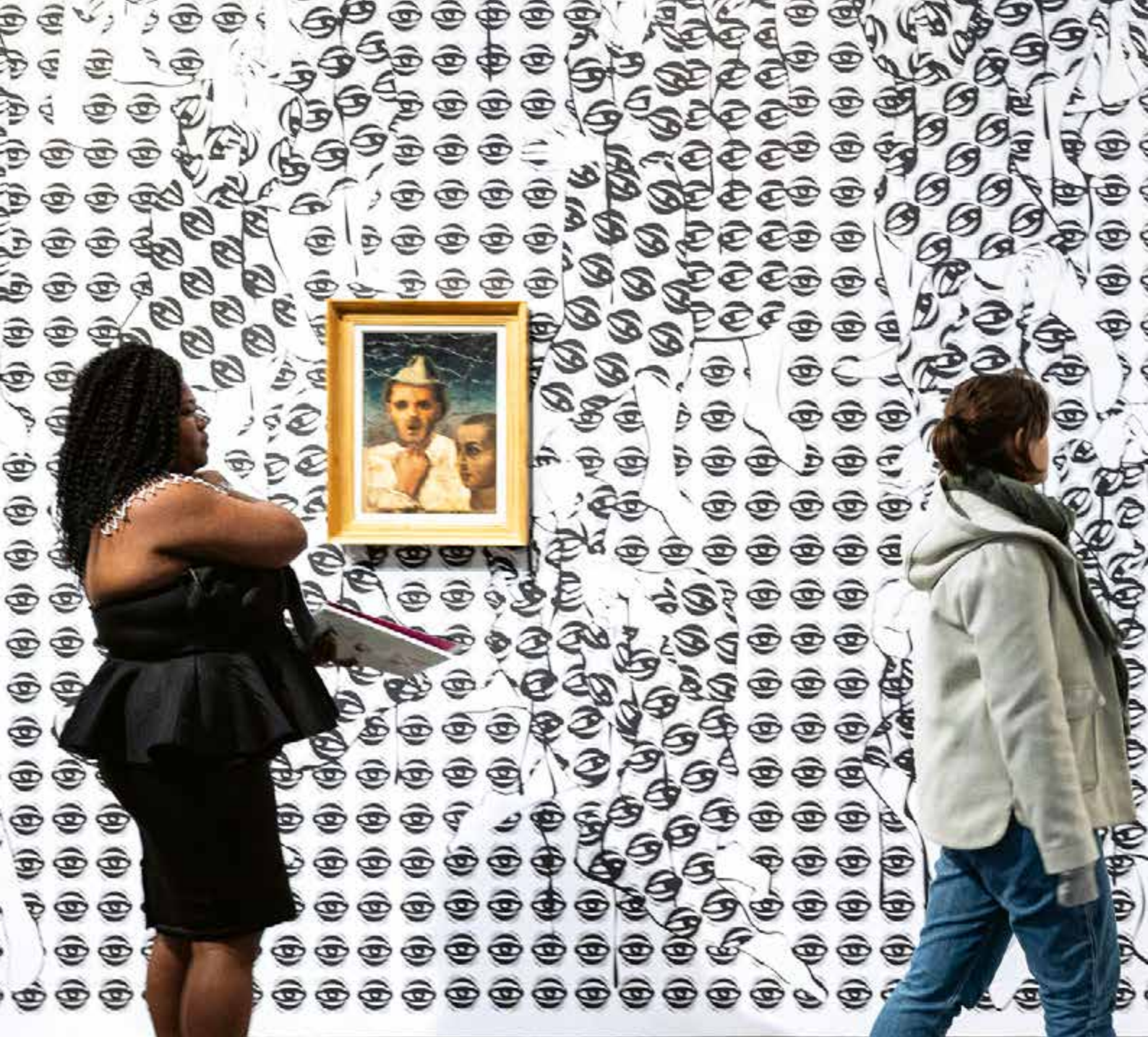


Impact of Misinformation and Disinformation in the Global South and the Influence of Emerging Technologies Such as AI

21 – 24 June 2023, Nairobi, Kenya

Misinformation and disinformation pose a pressing challenge in today's world. The discussions on global events, such as climate change, political unrest during election campaigns and war, vividly demonstrate the alarming power and rapid spread of misinformation and disinformation. The widespread availability of smartphones and the affordability of internet access enable easy and inexpensive access to social media platforms such as Instagram, Facebook, Telegram and TikTok, leading to an exponential increase in the flow and consumption of information. At the heart of the problem lies the fact that a significant portion of the information disseminated through these platforms remains unchecked and unverified, adding to the urgency of addressing this critical issue. With the lab in Nairobi, hosts Maia Mazurkiewicz, Sylvia Mukasa and Gaurav Sharma facilitated exchange and dialogue on an eye-to-eye level with local stakeholders from different sectors in Kenya to clearly define the issues at hand. Specifically, the lab aimed at understanding how misinformation and disinformation attempt to create influential perspectives and narratives.





Parastou Forouhar,
"The Eyes", since 2018.
The exhibition can be
viewed at Felix-Nussbaum-
Haus in the museum
district of Osnabrück.



Empowering Youth through Intersectional Conflict Mediation with a Focus on Religion

28 October – 4 November 2023, Osnabrück, Germany

In celebration of the 375th anniversary of the Peace of Westphalia, the City of Osnabrück and GDL members Elsa Marie D'Silva, Nurana Mammadova, Theresa Carrington, Ghada Zribi and Fabrice Muchiga hosted the Youth Empowerment Lab 2023 in Osnabrück from 28 October to 4 November 2023 to amplify the voices of young people and offer them a platform for constructive dialogue. The Youth Empowerment Lab equipped emerging young peacemakers with innovative tools and methodologies to drive change within their communities and beyond and fostered global collaboration among young minds dedicated to cultivating peace.

From art exhibitions to writing AI prompts: the youth participants were confronted with a myriad of tools to utilise in peacebuilding. For many, this marked their first venture beyond their native borders, exposing them to a diverse array of individuals from different countries. Their enhanced global awareness enabled them to navigate and find common ground on contentious issues, fostering a deeper appreciation of each other's challenges. The culmination of the participants' endeavours was reflected in the presentation of four impactful projects centred on climate action/education, inclusion (disability), inclusion (anti-religious discrimination) and democracy.

Activities

From the UN Water Conference to the annual Bled Strategic Forum – many events and ideas are initiated and carried out by members from within the network, supported by the secretariat.

Heinrich-Böll-Stiftung 23rd Annual Foreign Policy Conference Security in the Twilight Zone – Regional, Transatlantic and Global Perspectives on the War in Eastern Europe

6 – 10 February 2023, Berlin, Germany

Russia's war against Ukraine has far-reaching consequences for the global security architecture. Because of Moscow's enduring aggressive policies, Germany, the EU and the transatlantic community have to re-evaluate how to position themselves in the face of this new fragility and uncertainty. The 23rd Foreign Policy Conference of the Heinrich-Böll-Stiftung focused on how Berlin and its partners can improve security in the "twilight zone" between NATO and Russia.

The GDL secretariat contributed to the conceptual design of the conference and facilitated the active participation of two GDL members in the programme. Alongside Oksana Hlebushkina, director of the NGO New Generation in Kherson, Ukraine, GDL Member Maia Mazurciewicz (Alliance 4 Europe) discussed the impact of the war on Ukraine, Europe and other world regions, as well as its repercussions for international relations and multilateral governance structures. The discussion also extended to India and countries in Africa and Latin America, where GDL member Gaurav Sharma engaged the audience on India's involvement in the ongoing conflict and the significance of nuclear threats.

Elevating Critical Voices in Water Diplomacy UN Water Conference Side Event

22 March 2023, New York City, United States

In continuation of the Water Diplomacy 4.0 Lab, GDL members Kathryn Bryk Friedman and Elsa Marie D'Silva co-organised a side event at the UN Water Conference on 22 March 2023 together with the Women in Water Diplomacy Network.

This event elevated the critical importance of inclusive water diplomacy processes with a focus on the linkages between women, water, peace and security and the essential value of water to peace and human security. Four GDL members actively participated in the event. Ecosystem scientist Irena Creed shared her take on water intelligence as a prerequisite for addressing the global water crisis. Water diplomacy expert Kathryn Bryk Friedman discussed the methodology used during her labs, aimed at encouraging people-to-people diplomacy. Just prior to the conference, Elsa Marie D'Silva, founder of the Red Dot Foundation Global, launched a new book, which she co-authored with Irena Creed, featuring 29 inspiring women working in water diplomacy. Omair Ahmad, a water, climate, and nature journalist, wrapped up by sharing an inspiring call to action with the attendees.

High-Level Political Forum on Sustainable Development

18 July 2023, New York City, United States

What role do transboundary river systems play in addressing climate change challenges? Currently, only one third of these systems have cooperative management frameworks, hindering adaptation efforts. However, climate change can also foster cross-border cooperation and innovative solutions.

As part of the United Nations High-level Political Forum on Sustainable Development (HLPF) from 10 to 19 July 2023, GDL members Kathryn Friedman and Elsa Marie D'Silva, along with the Slovenian Ambassador-at-Large for Water Diplomacy, Tanja Miškova, explored "The Paradox of Climate Change: Spoiler or Driver of Transboundary Water Cooperation?" in their side event to the Forum.

With an emphasis on how climate change can stimulate cross-border collaboration and promote innovative solutions, participants deliberated on strategies to mitigate water conflicts and expounded on novel approaches for harnessing the Water Convention and employing scientific tools to enhance cooperation.

Gender and Democracy Week

7 – 12 August 2023, Mexico City and online

The advancement of gender equality in democracies is not only a matter of human rights and social justice, but also plays a crucial role in the achievement of a more inclusive, equitable and just society. Effective democratic systems are necessary tools to reflect the diverse needs and perspectives of all people. This is why GDL member Elsa Marie D'Silva, together with non-profit leader Gabriela de la Torre, launched the Gender and Democracy Week, a five-day programme in Mexico City and online, focused on the intersection of gender-related issues and democracy.

The initiative addressed topics such as women's influence in decision-making for environmental sustainability, the role of female youth in shaping democratic institutions, dismantling gender-based inequalities, and ensuring a safe work environment for women in the private sector. All in all, the campaign's global reach attracted participants from 24 countries on all continents and encompassed a wide spectrum of sectors, from academia and civil society to the private sector and beyond, highlighting the universal significance of gender equality within democratic frameworks.

Bled Strategic Forum 2023: Solidarity for Global Security

29 – 31 August, Bled, Slovenia

The Bled Strategic Forum (BSF), initiated by the Republic of Slovenia, this year focused on "Solidarity for Global Security", providing a global platform for dialogue on pressing issues. The Global Diplomacy Lab, as a long-time guest of and contributor to the Forum, facilitated an event called "Rethinking the Social Contract", hosted by GDL members Blair Glencorse and Diego Osorio, alongside Dr Vivian Valencia, Research Chair in Sustainable Agriculture and Climate Action at Bishop's University. The interactive session focused on human dignity as a foundational element of the social contract and explored the potential of social accountability in empowering citizens and transforming global institutions.

The BSF aimed to renew the social contract based on trust, inclusion, protection, participation and environmental consideration, resulting in key insights and recommendations for strengthening global governance. The outcomes were published in the Bled Strategic Times, and representatives of the Global Diplomacy Lab Secretariat, including Audrey Namdiero-Walsh and Sue Lyn Chong, joined the event alongside GDL members and Dean Dirk Brengelmann.







1=da



Team

Internationale Diplomatenausbildung
Diplomacy by Networking

Emanuel Börger

Programme Coordinator, FFP2

“Why does Diplomacy by Networking exist at all? Cui bono? What is it all for?” – I wasn’t the only one to ask myself this in the beginning. One of the participants approached me with the same questions during the course. But the first-hand impressions that I gained before, during and after the course made one thing in particular clear to me. It’s not just about exchange between countries, but also about encounters between the people who represent these countries. The human interaction, conversation and teamwork that are a part of the workshops allow understanding and trust to develop and wonderful dynamics to emerge between the participants, making Diplomacy by Networking a special experience. It lays an important foundation for day-to-day work in an international context – at least that was how I felt based on my personal experience.

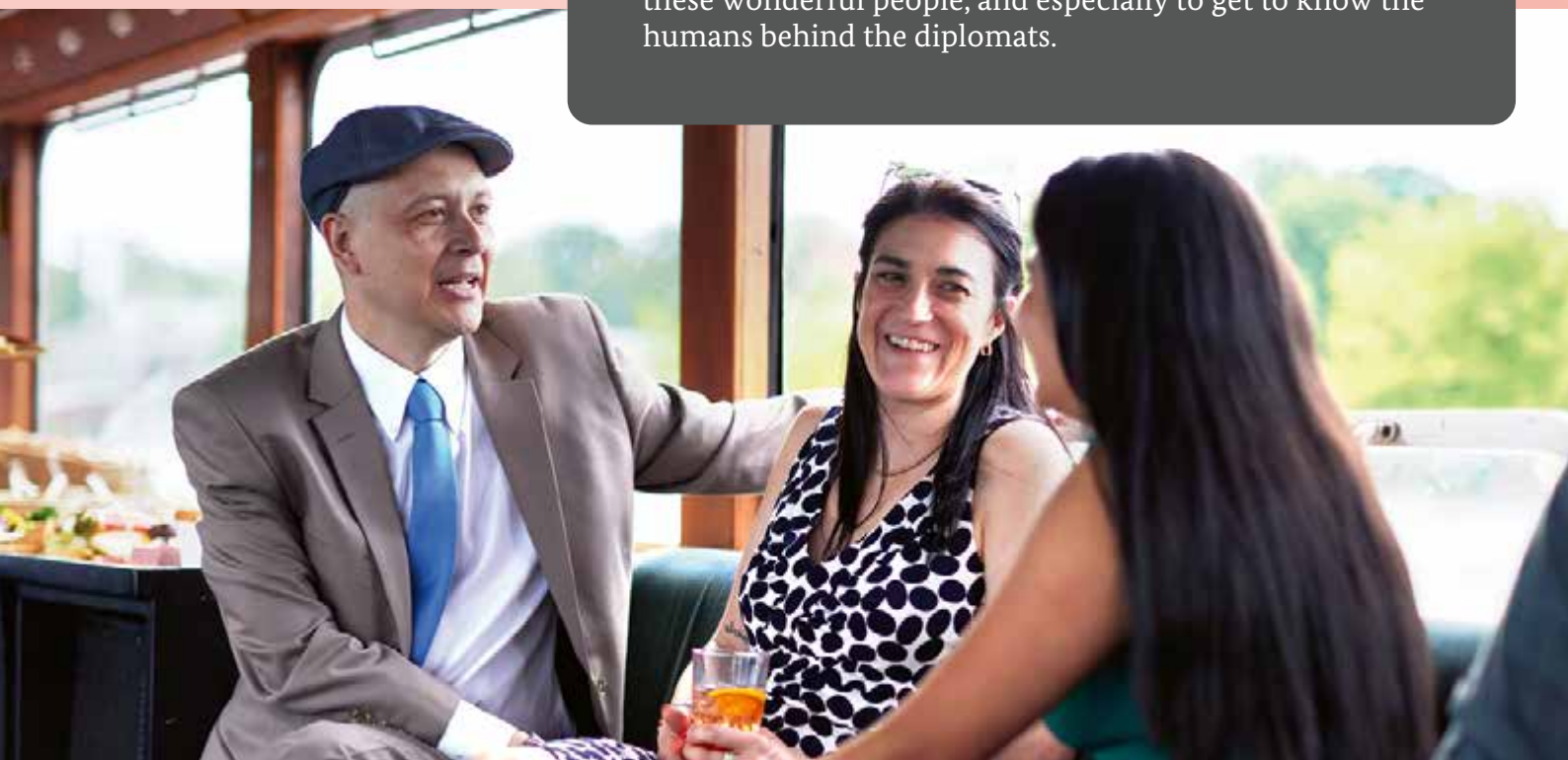


Johanna Sufin

Programme Assistant, AP1

The Programme Team works for weeks and months to design and prepare a course. But at the end of the process there is one thing you can’t control, although it’s immensely important: the participants. This made it all the more wonderful for me to see how an assortment of 18 diplomats from very different countries became an incredibly open and warm-hearted group, with each individual important for the cohesion of the whole. And that is what I believe defines Diplomacy by Networking. It was a great privilege for me to meet all of these wonderful people, and especially to get to know the humans behind the diplomats.

»Behind the Scenes at Diplomacy by Networking«



Nick Quade
Programme Assistant, FFP2

Before working at the Federal Foreign Office, I didn't really have a clear image of diplomats and their lives. I used to imagine diplomats as these almost flawless beings who always had an answer to everything. They were my absolute role models. And while they still are today, my understanding of the work and life of a diplomat has become far broader and more nuanced through my internship with 1-DA. During my time here, I had the pleasure of meeting and working with numerous diplomats from a variety of countries, all of them with different experiences and backgrounds. Spending time with these people was very enriching for me, among other things because it taught me that diplomats, while they are highly qualified and capable beings, are only human, too. This might seem like an obvious fact but I think the general public often loses sight of it when they talk about government representatives in leading positions. And it means that diplomatic work needs to be carried out by and for humans. It needs to be centred around humans and humanity. Our work at 1-DA acknowledges just that. We work with humans, not machines.

Julian Michaeli
Programme Coordinator, AP1

I am sure that each and every one of us has an idea of what working in a federal ministry might look like. The fact that I would be discussing burning foreign policy issues and our own personal realities with a group of international diplomats – say from Turkmenistan, Guatemala or Libya – definitely exceeded my expectations. Diplomacy by Networking brings together future decision-makers from all over the world with various backgrounds – and the experiences made often lead to contacts for life!



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Internationale Diplomatenausbildung Diplomacy by Networking

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Programme 2024

Programmes 2024

January – March

- EU | 3rd Executive Seminar on EU Rapprochement and Integration (online)
- IDP | 14th International Diplomats Programme
- GKD | 1st Executive Seminar Focus Germany
- EU | 4th Executive Seminar on EU Rapprochement and Integration

April – June

- WD | 1st Executive Seminar on Water Diplomacy
- IDL | 47. Internationaler Diplomatenlehrgang
- DS | 1st Executive Seminar on Diplomatic Skills
- UKR | 12th High Level Experts Programme Ukraine
- AP | 2nd Executive Seminar for Diplomats on Foreign Policy
- FFP | 4th Executive Seminar on Feminist Foreign Policy
- WI | 2nd Executive Seminar for Diplomats on Sustainable Economy

July – September

- DK | 18. Diplomatenkolleg
- IO | 2nd Executive Seminar for Diplomats on International Order, Global Partnerships, United Nations

October – December

- IF | 21st International Futures
- EU | 5th Executive Seminar on EU Rapprochement and Integration (online)
- CS | 3rd Executive Seminar on Climate, Peace and Security

Networker Activities in Germany and Abroad

- February: “Berlinale Session” – Visit to the Berlinale with Alumni
- February: Berlin Session: Visit to Hamburger Bahnhof National Gallery
- April: Network Conference – Digital Diplomacy and Regional Cooperation in Barcelona, Spain (24th – 27th April 2024)
- June: 29th Network Consolidation Programme on Disinformation in Berlin (tbc)
- September: Network Conference in Bangkok, Thailand (tbc)

Global Diplomacy Lab

Information will be announced in the course of the year

Nachruf | In Remembrance

The entire 1-DA Team mourns the loss of our much appreciated former colleague Anton Schmuck, who passed away far too soon at the age of 62.



Anton Schmuck

During their stay with us, our foreign guests mainly get to know the three-member course teams, but it is also the many employees behind the scenes who make Diplomacy by Networking possible in the first place. Mr Schmuck held the challenging post of head of our finance office from 2018 to 2020 before moving to Lilongwe in Malawi as an avowed fan of all things African.

We pay tribute to a colleague who was humorous, had a positive mindset, an impressive wealth of knowledge and the patience to explain the ins and outs of his profession to us. It was a pleasure to work with him. His untimely passing has deeply saddened us all.

We are grateful for the time we spent together and our thoughts are with his family.

May he rest in peace.

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