Conflict Resolution in Mining Communities Training Course

Professional Development Training Course Outline

Category	General Training	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

Conflict Resolution in Mining Communities Training Course addresses the friction points between mining corporations, local populations, and regulatory bodies, focusing on stakeholder engagement, environmental justice, and social license to operate (SLO). Participants will dissect the root causes of friction ranging from land displacement and water scarcity to economic disparities and cultural disruptions. By equipping leaders with advanced negotiation, mediation, and grievance-management frameworks, this course transforms systemic vulnerabilities into opportunities for shared value, collaborative governance, and long-term community resilience.

In an era defined by stringent ESG (Environmental, Social, and Governance) mandates and heightened public scrutiny, traditional top-down corporate enforcement is no longer viable. This curriculum integrates cutting-edge methodologies like FPIC (Free, Prior, and Informed Consent), rights-based mediation, and participatory environmental monitoring to de-escalate tensions before they manifest as costly operational disruptions or human rights liabilities. Through an immersive blend of real-world legal frameworks, cross-cultural psychological tools, and collaborative problem-solving, this course prepares professionals to foster radical transparency, build authentic trust, and engineer durable, mutually beneficial agreements in high-stakes mining ecosystems.

Programme Curriculum

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Course Objectives

By the conclusion of this training program, participants will be able to:

1. Maximize and secure the Social License to Operate (SLO) using proactive, trust-based community integration.
2. Implement rigorous FPIC (Free, Prior, and Informed Consent) protocols aligned with international human rights standards.
3. Master ESG-driven dispute resolution architectures to mitigate financial and reputational investor risks.
4. Design and deploy accessible, culturally aligned Operational-Level Grievance Mechanisms (OGMs).
5. Apply cross-cultural mediation strategies tailored specifically to indigenous and marginalized populations.
6. Conduct participatory socio-environmental impact assessments to co-manage land and water resources.
7. De-escalate high-risk industrial actions and community protests using non-violent crisis intervention models.
8. Leverage multi-stakeholder collaborative governance frameworks to distribute economic benefits equitably.
9. Analyze and combat systemic corruption using extractive industry transparency standards
10. Formulate restorative justice frameworks to repair historical corporate-community grievances and distrust.
11. Navigate complex land tenure, resettlement, and compulsory acquisition displacement negotiations.
12. Utilize predictive data analytics and early-warning systems to identify community flashpoints early.
13. Establish participatory environmental monitoring committees to neutralize eco-anxiety and technical mistrust.

Target Audience

- Corporate Social Responsibility (CSR) Directors and Community Relations Managers.
- Mining Executives, Asset Managers, and Operations Directors
- Sustainability and ESG Officers.
- Government Regulators and Ministry of Mines Officials
- Indigenous Leaders and Community Advocates.
- Environmental Engineers and Impact Assessment Specialists
- Legal Counsel and Human Rights Advisors.

- NGO Leaders and Civil Society Representatives

Course Modules

Module 1: The Mining-Community Nexus & Social License to Operate (SLO)

- Political Economy of Extractives.
- Dynamic SLO Architecture.
- Stakeholder Power Mapping.
- Benefit-Sharing Mechanisms
- Case Study: *The Tintaya Copper Mine (Peru)* – Analyzing the shift from violent confrontation to a structured, multi-stakeholder dialogue table that redefined local benefit-sharing.

Module 2: Human Rights, FPIC, and International Compliance

- UN Guiding Principles Alignment.
- FPIC Implementation Blueprint.
- Indigenous Rights Compliance.
- Gender-Mainstreaming in Extractive Dialogues.
- Case Study: *The Amulsar Gold Project (Armenia)* – Examining the systemic fallout, blockades, and legal battles resulting from gaps in early-stage FPIC and community consultations.

Module 3: Environmental Conflict & Participatory Resource Governance

- Water Sovereignty Disputes.
- Tailings and Eco-Anxiety.
- Participatory Environmental Monitoring.
- Artisanal and Small-Scale Mining (ASM) Friction.
- Case Study: *The Marlin Mine (Guatemala)* – Evaluating how independent, community-led water monitoring panels neutralized scientific mistrust and altered corporate accountability.

Module 4: Land Acquisition, Resettlement, and Economic Displacement

- Compulsory Acquisition Frameworks.
- Involuntary Resettlement Best Practices
- Livelihood Restoration Programs.
- Cultural Heritage Preservation.
- Case Study: *The Tarkwa Gold Mine (Ghana)* – Reviewing the long-term socioeconomic outcomes of resettlement strategies and the friction points of cash compensation versus land-for-land models.

Module 5: Designing Operational-Level Grievance Mechanisms (OGMs)

- UNGP Effectiveness Criteria.
- Multi-Channel Intake Systems.
- Escalation and Investigation Protocols.
- Joint Fact-Finding Frameworks
- Case Study: *The Porgera Joint Venture (Papua New Guinea)* – Assessing the successes and structural critiques of the Olgeta operational grievance mechanism regarding human rights claims.

Module 6: Cross-Cultural Negotiation and Mediation Skills

- Interest-Based Bargaining

- De-Biasing Corporate-Community Communication
- High-Empathy Mediation Techniques
- Co-Mediation Models
- Case Study: *The Bougainville Copper Mine (Papua New Guinea)* – Analyzing historical negotiation failures and modern, culturally rooted reconciliation frameworks

Module 7: Crisis Management, De-escalation, and Non-Violent Intervention

- Early Warning Indicators
- Blockade and Protest De-escalation
- Voluntary Principles on Security and Human Rights (VPSHR)
- Media and Rumor Control.
- Case Study: *The Las Bambas Copper Mine (Peru)* – Deconstructing the iterative highway blockades and evaluating the corporate-state-community security strategies deployed to restore equilibrium.

Module 8: Restorative Justice and Sustainable Post-Mining Transitions

- Historical Grievance Reconciliation.
- Mine Closure Community Transitioning.
- Post-Mining Land-Use Co-Design
- Institutionalizing Collaborative Governance
- Case Study: *The Sudbury Basin (Canada)* – Reviewing the multi-decade ecological restoration and collaborative community-industry transition model that turned a damaged landscape into an award-winning green hub.

Training Methodology

- Interactive lectures and presentations.
- Group discussions and brainstorming sessions.
- Hands-on exercises using real-world datasets.
- Role-playing and scenario-based simulations.
- Analysis of case studies to bridge theory and practice.
- Peer-to-peer learning and networking.
- Expert-led Q&A sessions.
- Continuous feedback and personalized guidance.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org **or call** *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

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