Appendix Two

A BRIEF GUIDE TO THE WORK OF SOME PIONEERING SCHOLAR-PRACTITIONERS.

Introduction

Over the last twenty-five years, a number of academics have written theoretically about the use of a variety of related problemsolving approaches, but have based their theoretical and conceptual writings on their own direct, practical experience of conducting workshops, facilitated discussions and other forms of problem-solving exercises. They have thus closely approached the ideals first put forward in the 1940s by Kurt Lewin of being 'practical theorists', and in the 1960s by John Burton of testing out theories in the real world of protracted and deep-rooted conflicts.

Many of the scholars mentioned in the Bibliography below have worked together on particular problem-solving exercises, and it is clearly the case that:

(1)   their work as facilitators owes much to the ideas and practical experience of other members of this informal network; and

(2)   their theoretical writings borrow from one another's work to varying degrees.

In one sense, these scholars constitute a 'first generation' of theorist practitioners, or practical theorists. It is clearly the case that second and even third generations of such practising theorists now exist, and that there has been a fruitful cross-fertilization of ideas and practices among individuals and institutions that have focused their work on a number of different 'conflict arenas', from the individual to the international. The field has grown enormously over the last ten years, as has its literature. However, the number of scholars thinking and acting as consultants in international or inter-communal arenas remains fairly small, so that our Bibliography will hopefully cover many of the theories and practices currently available for helping to resolve deeprooted and protracted conflicts at this most complex level.

We have attached brief notes on each person and a list of works relevant to their activities as consultants and facilitators, in the hope that this information will be of interest and help to the next generations of problem solvers and facilitators now facing the world of protracted and intractable conflicts.

Azar, Edward E.

Ed Azar was a Lebanese scholar who studied first at Stanford and whose earliest work involved efforts to use events data to provide Cearly warning' of conflicts and to trace through sequences of conflicting and peaceful interactions between nation states.

He developed the Conflict and Peace Data Bank (COPDAB), which later scholars developed as GEDS, but later switched his interest to the nature of third-world development and its relationship to protracted conflict and its resolution. In the 1980s, he and John Burton collaborated briefly on theory development and on problem-solving exercises dealing with the Lebanese conflict and the British-Argentine dispute over the Falkland/Malvinas Islands. Azar died tragically young in 1991.

Publications

The Management *of* Protracted Social Conflict: Theory and Cases, 1990, Gower Pub. Co., Brookfield, VT.

(with Burton, J.W. (eds)) International Conflict Resolution, 1986, Lynne Reiner, Boulder, CO.

(with Moon, C. (eds)) National Security in the Third World: *The* Management *of* Internal and External Threats, 1988, Edward Elgar, Aldershot.

'The Theory of Protracted Social Conflict and the Challenge *of* Transforming Conflict Situations', 1983, Monograph Series *in* World Affairs, Vol. 20, NOM2 pp. 81-99.

'The Lebanon Case', in Azar, E.E. and Burton, J.W. (eds), 1986, International Conflict Resolution Lynne Reiner, Boulder, CO.

'Protracted Social Conflict: Theory and Practice in the Middle East', 1978, Journal *of* Palestine Studies, 8 (1) pp. 41-60.

(with Cohen, S.) 'From War to Peace: The Transition Between Egypt and Israel', 1981, Journal *of* Conflict Resolution, 25 (1) pp. 87-114.

(with Moon, C.) 'Managing Protracted Social Conflicts in the Third World; Facilitation and Development Diplomacy', 1986, Millenium, 15 (3) pp. 393-406.

(with Farah, N.) 'The Structure of Inequalities and Protracted Social Conflict'. 1981, International Interactions, 7 (4) pp. 317-335.

Burton, John W.

John Burton started his career as a diplomat towards the end of the Second World War. As a member of the Australian delegation, he attended the San Francisco Conference that set up the United Nations. He later became head of the Australian diplomatic service. In England in the 1960s, he drew upon ideas from social case work, industrial relations and the 'human relations' approach used by the Tavistock Institute to pioneer the use of 'problemsolving workshops' (initially called 'controlled communication') to help resolve complex and violent conflicts. Among the panellists in some of Burton's early exercises were Roger Fisher, Herb Kelman, and Chadwick Alger. Burton's list of publications is huge; what follows is a selection of those dealing mainly with problem solving in its practical aspect.

Publications

Conflict and Communication: The Use *of* Controlled Communication in International Relations, 1969, Macmillan, London.

Resolving Deep-Rooted Conflicts: A Handbook, 1987, University Press of America, Lanham, MD.

Conflict Resolution and Provention, 1990, Macmillan, London.

(with Azar, E.E. (eds)) International Conflict Resolution, 1986, Lynne Reiner, Boulder, CO.

(with Dukes, F.) Conflict: Practices in Management, Settlement and Resolution, 1990, Macmillan, London.

(with Dukes, F. (eds)) Conflict: Readings in Management and Resolution, 1990, Macmillan, London.

'The Resolution of Conflict' and 'Some Further Comments', *International Studies Quarterly, 1972, XVI (1) pp. 5-29, pp. 4152.*

De Reuck, A.V.S., 'Controlled Communication: Rationale and Dynamics', *The Human Context, 1974, VI (1) pp. 64-80.*

'Theory of Conflict Resolution', *Journal of Current Research on Peace and Violence, 1986, 3.*

'Track Two: An Alternative to Power Politics', in McDonald, JW. and Bendahmane, D.B. (eds), *Conflict Resolution; Track Two Diplomacy, 1987, US* Department of State, Foreign Service Institute, Washington, DC.

De Reuck, A.V.S., 'The Theory of Conflict Resolution by Problem- Solving', *Man, Environment, Space and Time, 1983, 3 (1) pp. 53-69.*

Light, M., *1984,* 'Problem Solving Workshops: The Role of Scholarship in Conflict Resolution', Chap. *9* in Banks, M.H. (ed.) *Conflict in World Society,* Wheatsheaf, Brighton.

Curie, Adam

Adam Curle comes from a background of both educational and development studies, and worked as a consultant at the Tavistock Institute in London. He joined the Society of Friends, and became active in Quaker peacemaking processes, working in the Middle East, in Biafra, in Northern Ireland and in Sri Lanka, among other places, where Quakers have tried to fulfil their peace mission by acting as go-betweens, private diplomats and reconcilers. Curle was the first

Professor of Peace Studies in England, at the University of Bradford, and continues his work as a third party consultant and facilitator.

Publications Making Peace, 1971, Tavistock Publications, London.

In the Middle: Non Official Mediation in Violent Situations, 1986,

Berg Publishers, Oxford.

Tools for Transformation: A Personal Story, 1990, Hawthorn Press, London.

(with Dugan, M.) 'Peacemaking; Stages and Sequences'. *Peace and Change, 1982, VIII (2/3) pp. 19-28.*

Woodhouse, T. (ed.) *Peacemaking in a Trouble World, 1991,* Berg Publishers, Oxford.

Doob, Leonard W.

Leonard Doob began his career as a young psychologist by contributing to Dollard's classic work on frustration-aggression, became interested in social conflict and joined those exploring the use of workshops in conflict resolution in the *1960s.* His approach to process and procedure varied tremendously. Some cases consisted of highly structured meetings based upon NTL and T-Group models, while others seemed to lack structure at all. He worked on conflicts in the Horn of Africa, Cyprus and Northern Ireland. In this last case, Doob became the centre of a controversy over both the treatment of participants during one workshop and the issue of participants' vulnerability on their return to their own community, both issues which remain controversial in the field of conflict resolution.

Publications

Resolving Conflict in Africa: The Fermeda Workshop, 1970, Yale University Press, New Haven, CT.

The Pursuit of Peace, 1981, Greenwood Press, Westport, CT.

Intervention: Guides and Perils, 1993, Yale University Press, New Haven, CT.

'The Impact of the Fermeda Workshop on the Conflicts in the Horn of Africa', *International Journal of Group Tensions, 1971, 1 (1) pp. 91-98.*

'A Cyprus Workshop: An Exercise in Intervention Methodology',

Journal of Social Psychology, 1974, 94 pp. 164-178.

'The Analysis and Resolution of International Disputes', *Journal of Psychology, 1974, 86 pp. 313-326.*

'Unofficial Intervention in Destructive Social Conflicts', in Brislin, R.W. *et al.* (eds) *Cross-Cultural Perspective on Learning, 1975,* John Wiley, New York.

'A Cyprus Workshop: Intervention Methodology During a Continuing Crisis', *Journal of Social Psvchology, 1976, 98 pp. 143-144.* 'Cypriot Patriotism and Nationalism', *Journal of Conflict Resolution, 1986, 30 (2) pp. 383-396.*

'Adieu to Private Intervention in Political Conflicts?', *International Journal of Group Tensions, 1987, 17 (1) pp. 15-27.*

(with Foltz, W.J. and Stevens, R.B.) 'The Fermeda Workshop: A Different Approach to Border Conflicts in Eastern Africa', *Journal of Psychology, 1969, 73 (2) pp. 249-266.*

(with Foltz, W.J.) 'The Belfast Workshop: An Application of Group Techniques to a Destructive Conflict', *Journal of Conflict Resolution, 1973, 17 (3) pp. 489-512.*

(with Foltz, W.J.) 'The Impact of a Workshop on Grass Roots Leaders in Belfast', *Journal of Conflict Resolution 1974, XVIII (2) pp. 237-256.*

(with Foltz, W.J.) 'Voices from a Belfast Workshop', *Social Change, 1975, 5 (3) pp. 1-8.*

Alevy, D.I. *et al.,* 'Rationale, Research and Role Relations in the Stirling Workshop', *Journal of Conflict Resolution, 1974, XVIII (2) pp. 276-284.*

Boehringer, G., *et al.,* 'Stirling: The Destructive Application of a Workshop Technique', *Journal of Conflict Resolution, 1974, XVIII (2) pp. 257-275.*

Chinoy, M., 'How Not to Resolve a Conflict', *New Society, 1975, 33 (4) pp. 513-516.*

Walton, R.E., 'A Problem Solving Workshop on Border Conflicts in Eastern Africa', *Journal of Applied Behavioural Science, 1970, VI (5) pp. 453-489.*

Fisher, Roger

Roger Fisher must be the best known of the theorist-practitioners in this group. Coming from a background in international law, Fisher started writing practical handbooks for decision-makers *in* the early *1960s,* going on to write the international bestseller *Getting to 'Yes'* with Bill Ury and thus starting off an avalanche of 'getting' books. He was a founder of the Harvard Negotiation Project in *1984,* and (with Jim Laue) of the Conflict Clinic Inc. He has served as a consultant and facilitator in innumerable conflicts from the Middle East to South Africa and beyond. One day he will write up his vast case-work files, or some lucky doctoral students will be allowed access to them.

Publications International Conflict for Beginners, 1969, Harper & Row, New York.

Dear Arabs, Dear Israelis, 1972, Houghton Mifflin, New York.

(with Ury, W.) *International Mediation: A Working Guide, 1978,* Harvard Negotiating Project, Cambridge, MA.

(with Ury, *W.) Getting to 'Yes': Negotiating Agreements Without Giving In, 1981,* Houghton Mifflin, New York.

(with Brown, *S.) Getting Together: Building a Relationship that Gets to YES, 1988,* Houghton Mifflin, New York.

(with Kopelman, E. and Schneider, A.K.) *Beyond Machiavelli: Tools for Coping with Conflict, 1994,* Harvard University Press, Boston, *NL~,.*

Fisher, Ronald J.

From a younger generation than the theorist practitioners of the *1960s,* Ron Fisher's background is in social psychology but he developed an interest in problem-solving approaches early and wrote two excellent survey articles of the practice in *Journal of Conflict Resolution,* while beginning to use workshop methods with participants from Canada. Later, he branched out and began to use a series of workshop approaches in Cyprus, at the same time attempting to investigate comparatively and scientifically the nature of the processes used in problem solving and the actual effects of participation on both participants and the conflict itself.

Publications

The Social Psychology of Intergroup and International Conflict Resolution, 1990, Springer Verlag, New York.

'Third Party Consultation: A Method for the Study and Resolution of Conflict', *Journal of Conflict Resolution, 1972, 16 (1) pp. 67-94.*

'Third Party Consultation: A Skill for Professional Psychologists in Community Practice', *Professional Psychologist, 1976, 7 (3) pp. 344-351.*

'A Third Party Consultation Workshop on the India/Pakistan Conflict', *Journal of Social Psychology, 1980, 112 pp. 191-206.*
'Third Party Consultation as a Method of Intergroup Conflict Resolution: A Review of Studies', *Journal of Conflict Resolution,* 1983, 27 (2) pp. 301-334.

'Developing the Field of Inter-Active Conflict Resolution: Issues of Training, Funding and Institutionalisation', *Political Psychology,* 1993, 14 (1) pp. 123-138.

'The Potential for Peacebuilding: Forging a Bridge from Peacekeeping to Peacemaking', *Peace and Change,* 1993, 18 (3) pp. 247266.

(with Keashley, L.) 'Distinguishing Third Party Intervention in Intergroup Conflict: Consultation is not Mediation', *Negotiation journal,* 1988, 4 pp. 381-393.

(with Keashley, L.) 'Towards a Contingency Approach to Third Party Intervention in Regional Conflict: A Cyprus Illustration', *International Journal,* 1990, XLV pp. 425-453.

(with White, J.H.) 'Reducing Tensions Between Neighborhood Housing Groups: A Pilot Study in Third Party Consultation', *International journal of Group Tensions,* 1976, 6 (1 & 2) pp. 41-52.

(with White, J.H.) 'Intergroup Conflicts Resolved by Outside Consultants', *Journal of the Community Development Society,* 1976 7 pp. 88-98.

Hare, A. Paul

Much of Paul Hare's work has been carried out from universities in South Africa and Israel using a wide variety of approaches to conflict resolution, often in conjunction with his London-based colleague, Herb Blumberg. Hare has worked in Cyprus, the Middle-East and in South Africa and his work is informed by an individual and unique approach to issues of conflict resolution.

Publications

Social Interaction as Drama: Applications from Conflict Resolution, 1985, Sage Publications, Beverly Hills, CA.

'Creativity and Conformity During Egypt-Israel Cease Fire Negotiations', *International Journal of Small Group Research,* 1985, 1 (2) pp. 122-130.

'Conformity and Creativity in Negotiations', *Israeli Social Science Research,* 1986, 4 (2) pp. 21-33. (with Carney F. and Ovsiew, F.) 'Youth Responds to Crisis: Curacao' in Hare, A.P. and Blumberg, H.H. (eds) *Liberation Without Violence,* 1977, Rex Collings, London.

(with Wilkinson E.) 'Cyprus: Conflict and its Resolution', in Hare, A.P. and Blumberg, H.H. (eds) *Liberation Without Violence,* 1977, Rex Collings, London.

(with Naveh, D.) 'Creative Problem Solving: The Camp David Summit, 1978', *Small Group Behaviour,* 1985, 16 (2) pp. 123-138.

(with Naveh, D.) 'Conformity & Creativity: Camp David, 1978', *Small Group Behaviour,* 1986, 17 (3) pp. 243-268.

Kelman, Herbert C.

One of the original group of scholars involved in John Burton's work in London, Herbert Kelman has probably undertaken more problem-solving exercises and written more papers and articles on aspects of problem solving than any other scholar-practitioner. He originally applied his procedures to a variety of conflicts - Cyprus, India/Pakistan - but since the mid-1970s has concentrated his attention on the Israeli-Palestinian conflict, both at the decisionmaking and opinion leader levels. A number of key figures in this dispute have worked with Kelman over the years, and his influence has been considerable.

Publications

International Behavior, 1965, Holt Rhinehart & Winston, New York [esp. Introduction].

'The Problem-Solving Workshop in Conflict Resolution', in Merritt, R.L. (ed.), *Communication in International Politics,* 1972, University of Illinois Press, Urbana, IL.

'Creating Conditions for Israeli-Palestinian Negotiations', *Journal of Conflict Resolution,* 1982, 26 (2) pp. 39-75.

'Informal Mediation by the Scholar Practitioner', in Bercovitch, J. and Rubin, J.Z. (eds), *Mediation in International Relations,* 1992, Macmillan, London.

'The Political Psychology of the Israeli-Palestinian Conflict: How Can we Overcome the Barriers to a Negotiated Solution?', *Political Psychology,* 1987, 8 (3) pp. 347-363.

'Overcoming the Psychological Barrier: An Analysis of the Egyptian- Israeli Peace Process', *Negotiation Journal,* 1985, 1 pp. 213-234.

'Inter-Active Problem Solving: A Social Psychological Approach to Problem- Solving', in Burton J. and Dukes, F. (eds), *Conflict: Readings and Management and Resolution,* 1990, Macmillan, London.

(with Cohen, S.P.) 'The Problem-Solving Workshop: A Social Psychological Contribution to the Resolution of Inter-National Conflict', *Journal of Peace Research,* 1976, 13 (2) pp. 79-90.

(with Cohen, S.P.) 'Jews & Arabs Rehearse Geneva: A Model of Conflict Resolution', *Human Relations,* 1976, 29 (11) pp. 1035-41.

(with Cohen, S.P.) 'Resolution of International Conflict: An Inter-Actional Approach', in Worchel, S. and Austin, W.G. (eds), *The Psychology of Intergroup Relations,* 1986 2nd edn, Nelson, Chicago, II, pp. 323-342.

(with Cohen, S.P. *et al.)* 'Evolving Intergroup Techniques for Conflict Resolution: An Israeli-Palestinian Pilot Workshop', *Journal of Social Issues,* 1977, 33 (1) pp. 165-189.

Laue, James H.

Jim Laue's interest in social conflict and its resolution dates back to the 1960s when he worked for the US Community Relations Commission and continued via the Conflict Clinic Inc and ICAR. He was an active practitioner in protracted social conflicts within the United States, and in recent years had begun to turn his attention to Northern Ireland and South Africa. Unfortunately, he always used to say that you could 'do' conflict resolution or you could talk or write about doing it. He did it, so his writings are sparse, but well worth tracking down.

Publications

'Power, Conflict and Social Change', in Masotti, L.H. and Bowen, D.R. (eds), *Riots and Rebellion: Civil Violence in the Urban Community,* 1968, Sage Publications, Beverly Hills, CA.

'Conflict Intervention', in Olsen, M.E. and Micklin, M. (eds), *Handbook of Applied Sociology,* 1981, Praeger, New York.

'Ethical Considerations in Choosing Intervention Roles', *Peace and Change,* 1982, VIII (2/3) pp. 29-42.

'The Emergence and Institutionalisation of Third Party Roles in Conflict', Burton, J. and Dukes, F. (eds), *Conflict: Readings in Management and Resolution,* 1990, St Martins Press, New York.

(with Burde, S., Potapchuk, W. and Salkoff, M.) 'Getting to the Table: Three Paths', *Mediation Quarterly,* 1988, 20 pp. 7-22.

(with Cormick, G.) 'The Ethics of Intervention in Community Disputes' in Bermant, G. *et al.* (eds), *The Ethics of Social Intervention,* 1978, Halstead Press, Washington, DC.

Quaker Conciliators

The Society of Friends has long been active in conciliation, reconciliation and, more recently, problem solving. Unfortunately, Quaker reticence and their commitment to quiet diplomacy works against much in the way of published accounts of their activities as go-betweens or mediators. The techniques of such intermediaries as Sydney Bailey, Landrum Bolling, Elmore Jackson and Walter Martin deserve to be better studied and understood for future generations.

Publications

Jackson, E., *Middle East Mission,* 1983, W.W. Norton, New York.

Yarrow, C.H., 1972, *Quaker Experiences in International Conciliation,* Yale University Press, New Haven, CT.

Bailey, S.D., 1985, 'Non-Official Mediation in Disputes; Reflections on Quaker Experience', *International Affairs,* 61 (2) pp. 205222.

Bolling, L.R., 1977, 'Quaker Work in the Middle East Following the June 1967 War', in Berman, M.R. and Johnson, J.E. (eds), *Unofficial Diplomats,* Colombia University Press, New York.

Bolling, L.R., 1987, 'Strengths and Weaknesses of Track Two: A Personal Account', in McDonald, J.W., and Bendahmane D.B., *Conflict Resolution: Track Two Diplomacy, US* Department of State, Foreign Service Institute, Washington, DC.

Pettigrew, J., 1991, 'Quaker Mediation', in Woodhouse T. (ed.) *Peacemaking in a Troubled World,* Berg, Oxford.

Warren, R.L., 1987, 'American Friends Service Committee Mediation Efforts in Germany and Korea', in McDonald J.W. and Bendahmane D.B., *Conflict Resolution: Track Two Diplomacy,* US Department of State, Foreign Service Institute, Washington, DC.

Warren, R.L., 1964, 'The Conflict Inter-System and the Change Agent', *_7ournal of Conflict Resolution, VIII* (3) pp. 232-241.

Yarrow, C.H., 1977, 'Quaker Efforts Towards Reconciliation in the India-Pakistan War of 1965', in Berman, M.R. and Johnson, J.E. (eds) *Unofficial Diplomats,* Columbia University Press, New York.

Rogers, Carl

Carl Rogers is probably best known for his leading role in the development of 'humanistic psychology' with its emphasis on a 'person-centred' approach to therapy and the importance of the therapist being capable of 'non-judgemental listening'. The influence of this last idea on the development of facilitative third-party practice needs no emphasis. In the 1960s Rogers was very influential in developing the use of 'encounter' groups, and in the 1980s in the promotion of cross-cultural communication.

During the last fifteen years of his life Rogers attempted to apply his person-centred approach to politics, using its methods with leaders, policy-makers and groups in conflict. He was particularly interested in the reduction of racial tensions and in the application of the approach to multicultural disputes, working with groups in South Africa and Northern Ireland, as well as in the United States, Brazil, France, Japan, Italy and the Philippines.

On Becoming a Person, 1961, Houghton Mifflin, Boston, MA.

Carl Rogers on Encounter Groups, 1971, Harper & Row, New York.

'One Alternative to Planetary Suicide', in Levant, R. and Shlien, J.M. (eds), *Client Centered Therapy and the Person Centered Approach,* 1984, Praeger, New York.

'Steps Towards World Peace, 1948-1986: Tension Reduction in Theory and Practice', *Counselling and Values,* 1987, 32 (1) pp. 1217.

'The Underlying Theory Drawn From Experience with Individuals and Groups', *Counselling and Values,* 1987, 31 (1) pp. 38-45.

Chu, J. and Sue, S., 'Asian/Pacific Americans and Group Practice', in Davis, L.E. (ed.) *Ethnicity in Social Group Work Practice,* 1984, Haworth, New York.

McErlean, S. 'The Participant's Viewpoint', *Community Forum,* 19733 3 pp. 10-13.

McIlduff, E. and Coghlan, D., 'Process and Facilitation in a Cross-Cultural Communication Workshop: Questions and Issues', *Person-Centered Review,* 1989, 4 (1) pp. 77-98.

Murayama, S., Nojima, K. and Abe, T., 'Person- Centered Groups in Japan: A Selected Review of the Literature', *PersonCentered Review,* 1988, 3 (4) pp. 479-492.

Whiteley, J.M., 'The Person-Centered Approach to Peace', *Counselling and Values,* 1987, 32 (1) pp. 5-8.

Soloman, L.N., 'Carl Roger's Efforts for World Peace'. *Person Centered Review,* 1990, 5 (1) pp. 39-56.

Saunders, Hal H.

Hal Saunders was a diplomat who took part in many of the formal diplomatic interactions involving the Arab-Israeli conflict before deciding that information approaches also offered ways of dealing with such protracted conflicts. He was an early member of the exchanges between Americans and Soviets at the Dartmouth Conference, and strongly advocates such a gradualist approach in tackling deep-rooted conflicts. More recently he has written about the whole 'pre-negotiation' phase of conflict resolution, while acting as a facilitator in a large number of dialogues between adversaries in conflicts occurring in widely different arenas, from Latin America to the former Soviet Union.

Publications

The Other Walls; The Politics of the Arab-Israeli Peace Process, 1985, University Press of America, Lanham, MD.

'The Pre-Negotiation Phase', in Bendahmane, D.B. and McDonald, JW. (eds), *International Negotiation: Art and Science,* 1984, US Department of State, Foreign Service Institute, Washington, DC.

'We Need a Larger Theory of Negotiation: The Importance of the Pre-Negotiation Phase', *Negotiation _7ournal,* 1985, 1 (3) pp. 249262.

'International Relationships; It's Time to Go Beyond "We" and "They"', *Negotiation _7ournal, 1987, 3 (3) pp. 245-274.*

'When Citizens Talk; Nonofficial Dialogue in Relations between Nations', in McDonald, J.W. and Bendahmane, D., *Conflict Resolution; Track Two Diplomacy, 1987,* Foreign Service Institute, US Department of State, Washington, DC.

(with Slim, R.) 'Dialogue to Change Conflictual Relationships', *Higher Education Exchange, 1994,* Kettering Foundation, Dayton, OH, pp. *43-56.*

'Track Two'

In the *1980s* a number of diplomats began to take seriously the idea of quiet, private diplomacy and problem solving as a useful adjunct to formal 'Track One' efforts at the official level. This was mainly due to the work of two members of the US Foreign Service Institute, John McDonald and Joseph Montville, who coined the term and proceeded to explore and explicate it, as well as beginning to put some of its ideas into practice themselves.

Publications

Bendahmane, D.B. and McDonald, JW., *1986, Perspectives on Negotiation,* Foreign Service Institute, US Department of State, Washington, DC.

Diamond, L. and McDonald, J.W., *1993, Multi Track Diplomacy: A Systems Approach to Peace,* Institute for Multi Track Diplomacy, Washington, DC.

McDonald, J.W. and Bendahmane, D.B., *1987, Conflict Resolution; Track Two Diplomacy,* Foreign Service Institute, US Department of State, Washington, DC.

McDonald, JW., *1987,* 'Guidelines for Newcomers to Track Two Diplomacy', Foreign Service Institute, US Department of State**,** Mimeo.

Montville, J.V., *1987,* 'Track Two Diplomacy: The Development of Non-Governmental, Peace Promoting Relationships', Foreign Service Institute, US Department of State, Mimeo.

Montville, J.V. (with Davidson, W.D.), *1981-2,* 'Foreign Policy According to Freud', *Foreign Policy, 45 pp. 145-157.*

van de Merwe, Hendrik

Hendrik van der Merwe was the founder of the Center for InterGroup Studies at the University of Capetown, and a leading practitioner of 'quiet diplomacy' between the various parties to the protracted conflict in South Africa. He acted

as a go-between for the various parties over a long period of time when contact between the warring groups was otherwise reduced to coercion and violence; arranged contacts between South African business leaders and the ANC, and facilitated communication between ANC, PAC and Inkatha at a time when divisions among these organizations threatened the peace process.

Pursuing Justice and Peace in South Africa, 1989, Routledge, London.

'South African Initiatives: Contrasting Options in the Mediation Process', in Mitchell, C.R. and Webb, K. (eds), *New Approaches to International Mediation, 1988,* Greenwood Press, Westwood, *CT.*

'Political Mediation in South Africa', *Organisation Development _7ournal, 1989, 7 (3) pp. 69-74.*

(with Meyer, G. and Kawa, W.) 'Conflict Accommodation: Towards Conceptual Clarification', *1986,* CAPS, Series 1, Centre for Inter-Group Studies, Cape Town.

(with Williams, S.) 'Pressure and Cooperation as Complementary Aspects of the Process of Communication between Competing Parties in South Africa', *Paradigms, 1987, 1 pp. 8-13.*

(with Maree, J. *et al.)* 'Principles of Communication Between Adversaries in South Africa', in Burton, J. and Dukes, F (eds), *Conflict: Readings in Management and Resolution, 1990,* Macmillan, London.

Wedge, Bryant

Bryant Wedge was a psychiatrist and public servant who worked both in and out of government to advance ideas which first came to him in the Dominican Republic in the *1960s* where he found himself unexpectedly in the role of an intermediary between some of his Dominican student contacts and the US Embassy. He worked with Jim Laue and many others on the US Peace Academy campaign, was an early advocate of dialogue between the USA and the Soviet Union and founded the conflictresolution programme at George Mason University in 1981.

Publications

'Psychiatry and International Affairs', *Science,* 21 July 1968, pp. 281-285.

'The Case Study of Student Political Violence: Brazil 1964 and Dominican Republic 1965', *World Politics,* 1969, XXI pp. 183206.

'A Psychiatric Model for Intercession in Intergroup Conflict', *Journal of Applied Behavioral Science,* 1971, 7 (6) pp. 762-763.

'The Individual, the Group and War', in Winnick, H.Z., Moses B. and Ostrow, M., *The Psychological Bases of War,* 1973, Quadrangle Books, New York.

'Mediating Inter-Group Conflict in the Dominican Republic', in McDonald, J.W. and Bendahmane, D.B., *Conflict Resolution: Track Two Diplomacy,* 1987, Foreign Service Institute, Washington, DC.