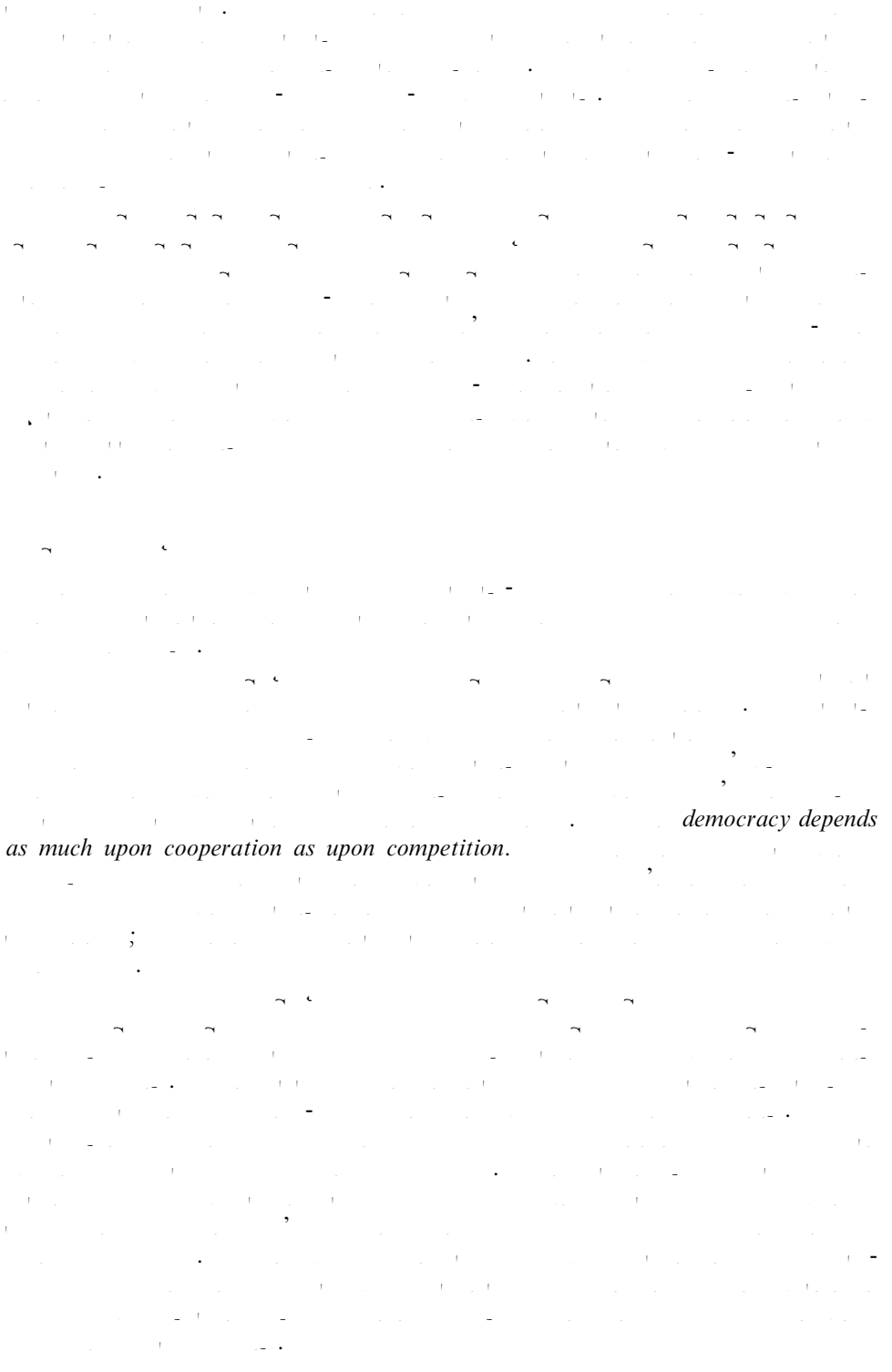
This article, which is a systematic analysis of the practical experiences of the authors in facilitating workshops to help resolve African con icts, argues that we need to think again about how we both conceptualize and operationalize peace-building techniques. As the Iraq debacle may be said to show, to impose a peace settlement and democratic government institutions on a state and people after a war does not, by itself, work. What is needed is a much deeper understanding by the parties to the con ict that they have shared interests, a common vision and must learn to work in collaboration with one another. In their work in Burundi, the Democratic Republic of Congo and Liberia, the authors and their team have developed new training techniques that are based on experiential learning. They organize workshops that bring



democracy depends as much upon cooperation as upon competition.

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