



Bosch Alumni  
Network

# retreat

transformation and conflict

**29.09 - 02.10 2022**

kreativMÜHLE Müheln  
Geiseltal

Transformations are at the core of moving towards a more sustainable and just society. But they often create friction: The transformation to sustainable energy production, for example, leaves former coal mining areas in search for new perspectives. Conflicts between different societal actors are therefore often an impediment to meaningful change. Yet they are also catalysers of change and deeper mutual understanding.

During our three-day retreat in Mücheln, ten active members of the BAN Science Cluster came together to jointly learn about conflict resolution approaches and their application in current sustainability transformations. With Mücheln and the Geiseltalsee, we were situated in a region that has undergone a major transformation, re-inventing itself as a green recreation and tourism area after a century-old tradition of coal mining came to an end.

With this documentation, we want to provide a few glimpses of our retreat and share learnings as well as ideas how to continue the co-creative process of knowledge generation in the science cluster. We hope to see many more formats evolve to foster further collaboration in the Science Cluster.



The location of the retreat:  
kreativMÜHLE Mücheln  
Photo credit: [lieblingsbleiben.de](http://lieblingsbleiben.de)

**29<sup>th</sup>** Thursday  
Sept. 2022

## Welcome & dinner

**Arrival until 18:00 at Kreativmühle Mücheln.**

Getting to know each other, preparing for the days next and dinner.

**30<sup>th</sup>** Friday  
Sept. 2022

Workshop

**Judith Kleibs**

**Conflict and Non-violent communication**

How do conflicts escalate and which communication patterns contribute to this?

**18:30**

**Dinner at the lakeside at the restaurant “Zur Forelle”**

**01<sup>st</sup>** Saturday  
Oct. 2022

Workshop

**Laura Garcia  
Laverde**

**Co-creative visioning implementation**

Exploring together methods and tools to develop visions for sustainability transitions.

Input Session

**Kai Kuhnhenh**

**Fighting for every village: Anti-mining protests in Leipzig**

The input describes forms of local protests that successfully prevented a village from being lost to an open pit mine.

Guided tour

**Local Experts**

**Transformation of the Region: From Coal Mining to  
Tourism Hotspot**

Guided tour of the Geiseltal region and the changes it went through over the last decades, including a tour of a local vineyard.

**02<sup>nd</sup>** Sunday  
Oct. 2022

Discussion

**Stefan Cibian**

**Network Analysis of the Science Cluster**

Open Space

**Raphael Karutz  
Heinrich Zozmann**

**Activities and project ideas from the BAN Science Cluster**

How do we want to work together in the science cluster and what could be the follow-up projects to this retreat?

# Workshop



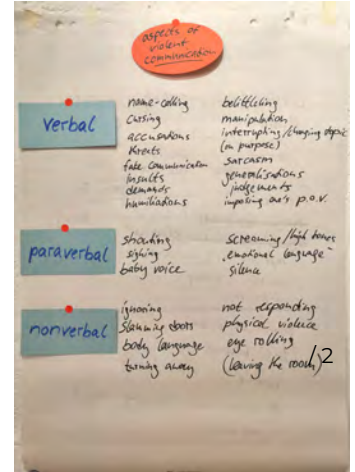
**Judith Kleibs**

Mediator & Communication  
Trainer  
Komma Collective, Leipzig

## Conflict and Non-violent communication: Understanding resolving and preventing conflicts

How do conflicts escalate and which communication patterns contribute to this? With non-violent communication, we learnt about and applied a communication model that enables conflict resolution.

The workshop provided an overview of the causes and dynamics of conflicts, as well as hindering and facilitating communication patterns. Judith introduced the group to non-violent communication and encouraged them to reflect on their own communication patterns and needs.



Impressions from the workshop.  
Photos by Raphael Karutz.

# Workshop



**Laura Garcia Laverde**

Researcher  
Deutsches Biomasse  
Forschungszentrum Leipzig

## Co-creative Visioning

Bringing forward sustainability transitions begins with asking who are the stakeholders that should be included? And for what specific purpose? We can then build a first vision of the desired transition based on our understanding of the concepts, expectations, and different interests.

Several tools exist for defining a vision: back-casting, drivers analysis, horizon scanning and relevance trees, among others.

Some of these methods were presented at the workshop and the groups then developed a concept for their case.



Impressions from the workshop.  
Photo by Raphael Karutz.

# Input Session

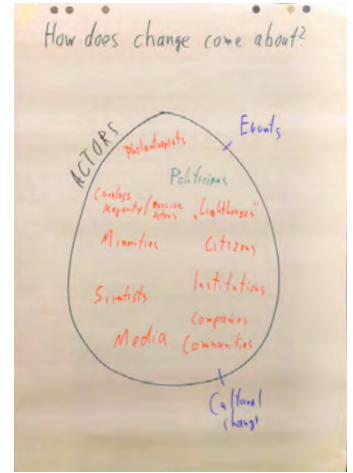


**Kai Kuhnenn**

Konzeptwerk Neue Ökonomie, Leipzig

## Fighting for every village: Anti-mining protests in Leipzig

The energy transition from fossil-based electricity generation to renewables has been a highly debated societal project in Germany. Coal mining regions across the country have experienced massive protests, not only from climate activists but also from those affected by the structural changes. The input session described forms of local protests that successfully prevented a village from being lost to an open pit mine. The role of conflict as a catalyser for change was analysed and key actors and strategies were discussed.



Impressions from the workshop.  
Photos by Raphael Karutz.

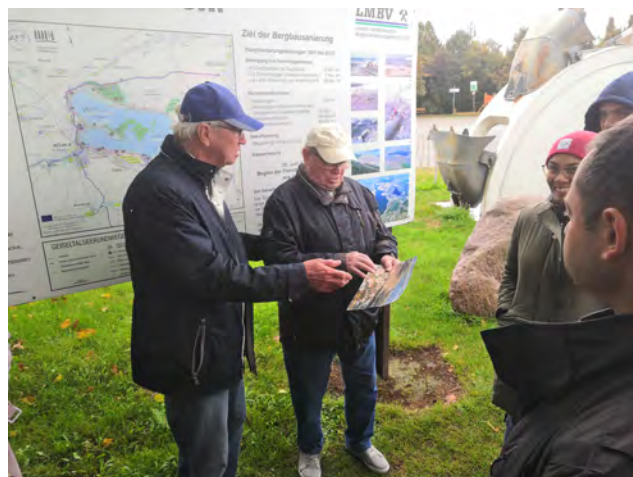
# Guided Tour

## Transformation of a Region: From Coal Mining to Tourism Hotspot

We learnt more about the Geisetal region and the fundamental changes it went through over the last decades. During a bus tour, local experts guided us around the lake, a former open pit mine, which is now a tourist attraction.

We ended the tour on a local vineyard and enjoyed the local seasonal speciality “new wine”.

Back at the Kreativemühle, we enjoyed a culinary trip to the Balkans, prepared by two members of the group.



Impressions from the tour.  
Photo by Raphael Karutz.

# Focus Group Discussion



**Stefan Cibian**

Executive Director  
Făgăraș Research Institute

## Network Analysis of the Science Cluster

The Science and Research Cluster brings together a large number of BAN members from a wide number of countries and fields of work. At the same time, the ability of members to access the network in a way that leads to joint initiatives and exchange is often limited. That generated the idea to conduct a social network analysis project. Such a project can support members and cluster coordinators to have a better understanding of the way the network works. Within the Cluster retreat we held a focus group discussing how members joined the BAN, how they connect to other colleagues in the Science and Research Cluster, what motivates them to be engaged, how they see the cluster attending to their needs and aspirations, and how we could have more collaboration within the framework of the Cluster. The insights generated during the focus group will be integrated in a report which is going to be published in the next months.

## Imprint



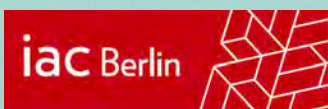
Group Photo.  
Photo by Raphael Karutz.



the transformation lab

[karutz@zora-lab.de](mailto:karutz@zora-lab.de)

zora – the transformation lab  
Ahlfeldstr. 9, 04177 Leipzig, DE  
[www.zora-lab.de](http://www.zora-lab.de)



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### Team

Host: **Raphael Karutz**

Moderation and facilitation: **Heinrich Zozmann**

Layout design: **Subhashree Nath**

This retreat series was a co-creative process and we would like to thank our speakers and the iac Berlin team.