

Negotiation Skills

MAPO_007128

Departments	Department of People Management & Organisation
Teaching Languages	English and Spanish
ECTS	1
Teacher responsible	Quoidbach Jordi - jordi.quoidbach@esade.edu Schmid Katharina - katharina.schmid@esade.edu Guest Steven - steven.guest@esade.edu

Course Goals

The course has the following learning objectives:

1. To provide a comprehensive negotiation framework that will facilitate analyzing, preparing for and leading negotiations effectively in a range of global contexts.
2. To obtain insights into effective negotiation strategies, to help participants become skilled at joint problem solving in a range of settings and involving individuals from various different backgrounds.
3. To gain in-depth knowledge into the complex nature of human judgment and information processing, as well as key drivers of psychological influence and their impact on negotiation outcomes.
4. To maximize participants' leadership potential, by helping them lead negotiations effectively and resolve conflicts successfully.

Previous knowledge

None

Prerequisites

None

Recomended courses

None

Teaching methodology

This is a 'hands-on' course in which participants will have the chance to develop, practice and sharpen their negotiation skills. To optimize both individual and classroom learning, the course is heavily based on interactive negotiation role plays, which are complemented by class discussions to summarize key learning outcomes. Taken together, this will provide participants with practical insights and applied expertise to help them approach various negotiation challenges in a competent, confident and informed manner.

Description

Course contribution to

We are constantly faced with situations in which we are required to, but also have the opportunity to,

program

negotiate – whether we are agreeing the terms of an employment offer, raising funds from investors, resolving a conflict between team members, or forging deals with suppliers.

The 'Negotiation Skills' course will help participants become more skilled negotiators by offering vital insights into negotiation analysis and identifying successful strategies for navigating various negotiation challenges that they will likely encounter in the future.

The course will encourage participants to hone their negotiation skills by helping them how to:

- Identify strategies for reaching agreements that create maximum value, as well as strategies to help claim an appropriate share of the value created.
- Avoid common mistakes and prevent barriers to agreement, particularly those that underlie key psychological biases of human decision making.
- Leverage psychological influence to optimize value creation.
- Obtain optimal results in a range of competitive environments, including high stakes settings, when negotiating uncertain or complex issues and when leading multiparty negotiations.
- Deal with difficult negotiation situations characterized by differences in power, unethical behavior or when faced with conflicts that turn emotional.

Short description

The Negotiation Skills course will provide participants with a comprehensive negotiation framework that highlights the importance of approaching negotiations in an analytical manner – ranging from analyzing, preparing and planning to executing negotiations and finalizing agreements. The course will further help participants develop a negotiation toolkit that includes practical strategies for reaching optimal agreements and for maximizing individual but also joint gains.

Content

#	Topic
1	Negotiation Fundamentals
2	Complex negotiations

Assessment

Tool	Assessment tool	Category	Weight %
Participation in program activities		Ordinary round	
Final individual project		Ordinary round	

PROGRAMS

EDAB20-Executive Master of Business Administration (Masters: MBA)
EDAB20 Year 2 (Mandatory)

EMAB20-Executive Master of Business Administration (Masters: MBA)
EMAB20 Year 2 (Mandatory)

EMAH22-Executive Master of Business Administration (Masters: MBA)
EMAH22 Year 1 (Mandatory)

EMAM13-Executive Master of Business Administration (Masters: MBA)
EMAM13 Year 2 (Mandatory)