

## Negotiation Skills

UGRA\_007131

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Departments	Department of People Management & Organisation
Teaching Languages	English
ECTS	5
Teacher responsible	Guest Steven - steven.guest@esade.edu

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### Course Goals

- Understand the central role of negotiation for lawyers, diplomats and business people
- Create a negotiation mindset and attitude for legal and business negotiation
- Achieve superior results in a vast array of competitive environments, including those that entail uncertainty, difficult people, conflict, intense pressure, negotiating from a position of weakness, negotiating in multi-party environments,
- Identify, understand, and use psychological influence tactics at the negotiation table;
- Integrate cultural dimensions into your negotiations to achieve superior results in international settings.
- Implement effective strategies across multiparty negotiations and build coalitions.
- Lever emotional intelligence in a negotiation
- Understand auction theory and hybrid negotiation strategies
- Adopt a "negotiating life" strategy for lawyers, business and professional relations
- Develop real skills used by practising lawyers

### Previous knowledge

None

### Prerequisites

None

### Teaching methodology

Highly interactive, activity based learning and learning-by-doing approach. The course will be based on students' active participation and will make an extensive use of the following methodologies:

- Group dynamics: simulations of executive committees, panel of experts, group discussions...
- Role-plays
- Students' presentations
- Brief lectures on selected topics

### Description

### Course contribution to program

For law, diplomacy and commerce .....At its core, the course is designed to help you lead at the bargaining table by sharpening your negotiation skills and become skilled at resolving conflicts in legal and commercial environments, communicating with difficult clients or partners, and executing the most crucial and complex deals. Legal Negotiation will enable you to become a stronger negotiator and it should really be a vehicle for you to operate succesfully in legal negotiations, also in diplomacy and

## Short description

Most lawyers, irrespective of their specialties, must negotiate. It's not just part of their DNI, It is an integral part of their job in representation of their clients. This course aims to improve both your understanding of negotiation and your effectiveness as a negotiator in legal, business and diplomacy.

Drawing on work from a variety of research perspectives, the materials studied will provide frameworks for understanding and implementing negotiation strategies in a legal, commercial and political context. In class you will spend a significant amount of time in simulated negotiation role plays.

Homework will typically consist of preparing for the next class's negotiation, assigned readings, and writing a journal entry. Besides, there will be one required paper and one case hand-in. Throughout, emphasis will be placed on developing awareness of how to improve as a negotiator and on helping others improve as negotiators. The ability to negotiate favorable agreements is a vital skill for lawyers, leaders and executives. This course is designed for people who want to master negotiation and take their negotiation skills to the next level.

## Bibliography

- Malhotra, Deepak, and Max H. Bazerman., Negotiation genius : how to overcome obstacles and achieve brilliant results at the bargaining table and beyond., New York, N.Y: Bantam Dell, 2008. Print. (Book)
- Raiffa, Howard, John Richardson, and David Metcalfe., Negotiation analysis : the science and art of collaborative decision making., Cambridge, Mass. London: Belknap, 2007. Print. (Book)
- Subramanian, Guhan., Negotiauctions : new dealmaking strategies for a competitive marketplace., New York: W.W. Norton & Co, 2010. Print. (Book)
- Thompson, Leigh L., The mind and heart of the negotiator., N.J: Pearson/Prentice Hall, 2005. Print (Book)
- Lewicki, Roy J., Negotiation : readings, exercises, and cases., Boston: McGraw- Hill/Irwin, 2003. Print. (Book)
- Mnookin, Robert H., Peppet, Scott R., and Tulumello, Andrew S., Beyond Winning: Negotiating to Create Value in Deals and Disputes., The Belknap Press of Harvard University Press 2000. (Book)

## Activities

### In-class discussions and debates

Toolkits for strategies and techniques

### Role-play exercises and simulations

Negotiation of role plays

### Readings

Discussion

### Case study analyses

Real negotiation cases

## Content

#	Topic
1	Negotiator's toolkit Distributive Bargaining Tough haggles and legal disputes

#	Topic
2	Negotiator's toolkit: integrative bargaining. Creating value in the deal
3	Cross cultural negotiation
4	Multiparty negotiation and working in teams
5	Auction theory
6	Conflict management – The role of mediation

## Assessment

Tool	Assessment tool	Category	Weight %
Learning journal	Learning journal	Ordinary round	40.00%
Participation in program activities	Participation and feedback for others	Ordinary round	10.00%
Learning report analysis	Case Analysis Group Challenge	Ordinary round	20.00%
Learning report analysis	Preparation Memo for Negotiations	Ordinary round	30.00%

### PROGRAMS

113-Law Exchange Program (Undergraduates: Law)  
113 Year 1 (Optative)

113S-Law Exchange Program (Undergraduates: Law)  
113S Year 1 (Optative)

DD05-Double Degree Program (exchange) (Undergraduates: Law)  
DD05 Year 1 (Optative)

GDL20-Double Degree in Law and Global Governance, Economics and Legal Order (Undergraduates: Law)  
GDL20 Year 5 (Optative)  
GDL20 Year 4 (Optative)

GED08-Bachelor in Law (Undergraduates: Law)  
GED08 Year 5 (Optative)  
GED08 Year 6 (Optative)  
GED08 Year 4 (Optative)

GED20-Bachelor in Law (Undergraduates: Law)  
GED20 Year 4 (Optative)