

Negotiation Skills

UGRA_007131

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

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
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Prerequisites	None
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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:
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- 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 commerceAt 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 successfully in legal negotiations, also in diplomacy and commerce

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
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	Retake and ordinary round	40.00%
Participation in program activities	Participation and feedback for others	Retake and ordinary round	15.00%
Participation in program activities	Case Analysis Challenge	Retake and ordinary round	15.00%
Learning report analysis	Preparation Memo for Negotiations	Retake and 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)

G114S-Global Governance Exchange Program (Undergraduates: Law)
G114S Year 1 (Optative)

GBD20-Double Degree in Business Administration and Law (Undergraduates: Law)
GBD20 Year 5 (Optative)

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

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

GEL19-Bachelor of Global Governance, Economics and Legal Order (Undergraduates: Law)
GEL19 Year 3 (Optative)

GEL23-Bachelor of Global Governance, Economics and Legal Order (Undergraduates: Law)
GEL23 Year 3 (Optative)
GEL23 Year 1 (Optative)