Summary
The course presents the process of negotiation, two principle strategies and the tactics involved in successfully enacting them. It will also build both cultural and self awareness skills and how they impact the process of negotiation.

Content
Defining negotiation and the process
Frames, goals and strategies
How to plan a negotiation
Employing strategies and tactics
The impact of self awareness and cultural difference on the process of negotiation
Mid-term role-play and report
The role of trust in negotiations
Weekly role-play exercises and simulations
Learning journal and self-reflection paper
Final exam

Keywords
Negotiation, skills, interactive, self-awareness, leadership

Learning Outcomes
By the end of the course, the student must be able to:
• Describe the two principle strategies of negotiation (integrative and distributive)
• Discuss the major differences between the two strategies and when it is appropriate to use one or the other
• Perform both integrative and distributive negotiations
• Assess / Evaluate the negotiation skills of self and counter parts
• Explain how cultural differences impact the process of negotiation and the style of negotiation employed
• Demonstrate the ability to enact a strategy and the attending tactics that are appropriate to a role-play scenario
• Critique the performance of colleagues enacting a negotiation for appropriateness of the strategy, tactics and cultural approach.
• Apply Four essential skills for courageous leadership in negotiation
• Create Trust and skills to stay in tough conversations

Transversal skills
• Communicate effectively, being understood, including across different languages and cultures.
• Give feedback (critique) in an appropriate fashion.
• Take feedback (critique) and respond in an appropriate manner.
• Access and evaluate appropriate sources of information.

Teaching methods
Interactive lecture, role-play, simulation, group-work,

Expected student activities
Attendance at class sessions, reading assigned chapters and articles, preparation of and participation in role-play activities, giving feedback to counter-parts, writing reports in small groups

Assessment methods
Continuous assessment combining:
20% class participation
20% mid-term enactment reflection paper
30% performance improvement journal entries and final reflection paper
30% final enactment and report

Supervision
Office hours Yes
Assistants Yes
Forum No

Resources
Bibliography
Books:
Optional Resources:

Articles:

Ressources en bibliothèque
• Opening and Making Concessions / Shell
• The Hidden Challenge of Cross-border Negotiations / Sebenius
• Essentials of Negotiation / Lewicki
• Rational Strategies for Creating Integrative Agreements / Bazerman
• The Global Negotiator / Salacluse
• Negotiating life : Secrets for Everyday Diplomacy and Deal Making / Salacluse
• Difficult Conversations: How to Discuss What Matters Most / Stone
• Negotiation: readings exercises and cases / Lewicki

Moodle Link
• http://moodle.epfl.ch/course/view.php?id=3311

Videos
• https://www.youtube.com/watch?v=pjlPgJ1wBdM