

MGT-466

Negotiation techniques

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Cursus	Sem.	Type
Management, Technology and Entrepreneurship minor	H	Opt.
Managmt, tech et entr.	MA1, MA3	Opt.

Language of teaching	English
Credits	2
Withdrawal	Unauthorized
Session	Winter
Semester	Fall
Exam	During the semester
Workload	60h
Weeks	14
Hours	2 weekly
Courses	1 weekly
Exercises	1 weekly
Number of positions	50
It is not allowed to withdraw from this subject after the registration deadline.	

Remark

Special schedule. See the MTE website: <http://cdm.epfl.ch/mte/study-plan>

Summary

The course presents the process of negotiation, two principle strategies and the tactics involved in successfully enacting them. It will also show how cultural differences impact the process of negotiation and what strategies to expect from different cultural groups

Content

Defining negotiation and the process
 Frames, goals and strategies
 How to plan a negotiation
 Employing strategies and tactics
 The impact of 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

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.

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:

Main text: Lewicki, RW, Barry, F. & Saunders, DM, Essentials of Negotiation, 4th ed., McGraw-Hill Higher Education, 2007, International Ed.

Lewicki, RW, Saunders, DM, & Barry, B. Negotiation: readings exercises and cases, 6th Ed. Boston: McGraw Hill Irwin, 2010.

Salacluse, JW, The Global Negotiator. New York: Palgrave MacMillan, 2003.

Articles:

"Negotiation Styles: The Impact on Bargaining Transactions", C.B. Craver, Dispute Resolution Journal, February/April, 2003.

"Six Habits of Merely Effective Negotiators", J.K. Sebenius, HBR, April 2001.

"Rational Strategies for Creating Integrative Agreements", M Bazerman, M. Neale, in Negotiating Rationally, Free Press, 1993.

"Opening and Making Concessions", G.R. Shell, in Bargaining for Advantage, Penguin Books, New York, 1999.

"The Hidden Challenge of Cross-border Negotiations" J.K Sebenius, Harvard Business Review, March 2002, Cambridge, MA: Harvard Business School Publishing Corp.

Ressources en bibliothèque

- [Negociation Styles / Craver](#)
- [Rational Strategies for Creating Integrative Agreements / Bazerman](#)

- The Hidden Challenge of Cross-border Negotiations / Sebenius
- Bargaining for advantage
- The Global Negotiator / Salacuse
- Essentials of Negotiation / Lewicki
- Six Habits of Merely Effective Negotiators / Sebenius
- Negotiation: readings exercises and cases / Lewicki

Moodle Link

- <http://moodle.epfl.ch/course/view.php?id=3311>