

MGT-466

**Negotiation techniques**

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

Language of teaching	English
Credits	2
Withdrawal Session	Unauthorized Winter
Semester	Fall
Exam	During the semester
Workload	60h
Weeks	14
<b>Hours</b>	<b>2 weekly</b>
Courses	1 weekly
Exercises	1 weekly
<b>Number of positions</b>	<b>50</b>

**Il n'est pas autorisé de se retirer de cette matière après le délai d'inscription.**

**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:

- Learn the basics of the negotiation process and negotiation theory
- Distinguish between two distinct approaches to negotiating and to understand the key elements of and tactics associated with each.
- Appreciate how to develop and improve your negotiating skills through role-play and simulation exercises.
- Gain self-awareness of your natural negotiating style and to practice behaviors that enhance your competency in both your stronger and weaker style.
- Recognize how culture impacts the negotiation process and to explore the different strategies and tactics that one can encounter when negotiating across cultures.
- Provide constructive feedback to your peers to build their negotiations skill set.
- Understand and experiment the four essential skill sets for courageous leadership in negotiation.

- Learn and apply the skills required to say in tough negotiation 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:

**Main text:** Lewicki, RW, Barry, F. & Saunders, DM, Essentials of Negotiation, 6th ed., McGraw-Hill Higher Education: New York, NY, 2016

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

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

Optional Resources:

Salacuse, Jeswald W. Negotiating Life: Secrets for Everyday Diplomacy and Deal Making: Palgrave Macmillan, 2013.

Stone, Douglas. Patton, Bruce and Heen, Sheila. Difficult Conversations: How to Discuss What Matters Most: Penguin, 2010.

##### 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**

- [Essentials of Negotiation / Lewicki](#)
- [Negotiation: readings exercises and cases / Lewicki](#)
- [The Global Negotiator / Salacuse](#)
- [Opening and Making Concessions / Shell](#)
- [Difficult Conversations: How to Discuss What Matters Most / Stone](#)
- [Rational Strategies for Creating Integrative Agreements / Bazerman](#)
- [Negotiating life : Secrets for Everyday Diplomacy and Deal Making / Salacuse](#)

### **Moodle Link**

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

### **Videos**

- <https://www.youtube.com/watch?v=pjIPgJ1wBdM>