

MGT-466

Negotiation techniques

Canning Wacker Nadene Gay

Cursus	Sem.	Type
Energy Management and Sustainability	MA2, MA4	Opt.
Energy Science and Technology	MA2, MA4	Opt.
Management, Technology and Entrepreneurship minor	E	Opt.
Managmt, tech et entr.	MA2, MA4	Opt.

Language of teaching	English
Credits	2
Withdrawal Session	Unauthorized Summer
Semester Exam	Spring 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: <https://go.epfl.ch/mte>

Summary

This course is designed to give you a practical, hands-on opportunity to learn the basics of negotiating, self leadership and the impact of culture. Strategies and techniques are presented and practiced that will enable you to develop your skills and become a savvy and sophisticated negotiator.

Content

- Defining negotiation and the process
- Framing the issues, goals and strategies
- How to plan a negotiation
- Employing strategies and tactics
- The impact of self awareness and culture 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, practice, feedback, culture.

Learning Outcomes

By the end of the course, the student must be able to:

- Recognize 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.

- Develop and improve your negotiating skills through increased self-leadership awareness, 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.
- Set objectives and design an action plan to reach those objectives.
- Take account of the social and human dimensions of the engineering profession.
- Assess one's own level of skill acquisition, and plan their on-going learning goals.
- Demonstrate a capacity for creativity.
- Demonstrate the capacity for critical thinking

Teaching methods

Interactive lecture, role-play, simulation, group-work, personal reflection

Expected student activities

Participation during 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, reflecting on personal development and learning.

Assessment methods

Continuous assessment combining:

15% inclass engagement (individual/team negotiations and de-briefing)

25% mid-term negotiation enactment and reflection paper

30% weekly performance improvement journal entries and final reflection paper

30% final negotiation 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>