

MGT-466

**Negotiation techniques**

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Cursus	Sem.	Type
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	Unauthorized
Session	Summer
Semester	Spring
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>40</b>

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

**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 confident negotiator.

**Content**

- Defining negotiation
- The role of trust in the negotiation process
- Distributive vs. integrative bargaining
- Negotiation preparation
- Strategies away from the table
- The impact of self awareness and culture on the process of negotiation
- Leading as a negotiator
- Overcoming negotiation deadlocks
- Mid-term negotiation simulation
- Final exam
- Reflection and analysis

**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 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.
- Develop Appreciate how to develop and improve your negotiating skills through increased self-leadership awareness, role-play and simulation exercises.
- Assess / Evaluate 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.
- Propose Provide constructive feedback to your peers to build their negotiations skill set.
- Explore Understand and experiment the four essential skill sets for courageous leadership in negotiation.
- Apply Learn and apply the skills required to say in tough negotiation conversations.
- Recognize the basics of the negotiation process and negotiation theory
- Develop and improve your negotiating skills through increased self-leadership awareness, role-play and simulation exercises.
- Develop self-awareness of your natural negotiating style and to practice behaviors that enhance your competency in both your stronger and weaker style.
- Formulate constructive feedback to your peers to build their negotiations skill set.
- Demonstrate and experiment the four essential skill sets for courageous leadership in negotiation.
- Analyze 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% group simulation design

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

- [Find the references at the Library](#)

### Références suggérées par la bibliothèque

- [Negotiation Styles: The Impact on Bargaining Transactions / Craver](#)
- [Six Habits of Merely Effective Negotiators / Sebenius](#)
- [The Hidden Challenge of Cross-border Negotiations / Sebenius](#)

### Websites

- <https://foreignpolicy.com/podcasts/negotiators/>

### Moodle Link

- <https://go.epfl.ch/MGT-466>

### Videos

- <https://www.youtube.com/watch?v=saXfavo1OQo>