

Negotiation and Influence (Online)

Sample Program Schedule

Module 1

Planning & Preparing for a Negotiation

Pre-Readings

- Investigative Negotiation
- Distributive Negotiation: Slicing The Pie

Key Concept Priming:

- Why Negotiations Are Not Win-Lose: Integrative vs. Distributive Negotiations
 - Negotiation: Starting the Conversation
 - Planning and Preparation: The Key to Success Part 1

Exercise #1 : Management Retreat

Exercise Debriefing:

- Value Claiming vs. Value Creation Skills
 - Managing Offers
 - Concession Making
- Avoiding Gambits and Other Negative Behaviors
 - Post Settlement-Settlements

Application of Concepts

Key Concept Priming

- Planning and Preparation: The Key to Success Part 2
- Questions: Getting People to Open Up and Influencing From Their Perspective

Exercise #2: The Miracle Plant

Exercise Debriefing

- Interest Based Negotiations
- Breaking Through an Impasse
- Concluding a Negotiation (what to do and not to do)

Application of Concepts

Negotiation exercises: Make sure you read and prepare to negotiate your role for the live session with your assigned partner(s). Also be prepared in the live session to discuss how you approached the negotiation, felt about the negotiation process and arrived at an outcome (or in some cases no agreement).

Program runs on Thursdays from 9:00 am-12:00 pm with Office Hours on 12:00-2:00 pm*

**Please note that the sample schedule is subject to change*

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Module 2

Building Trust and Relationships; Creating Value

Pre-Readings

- Dealing with the “Irrational” Negotiator
- Six Habits of Merely Effective Negotiators

Key Concept Priming:

- Planning and Preparation: The Key to Success Part 2
 - Think Before Your Speak
- Social Psychological Tools for Building Trust (That Also Work Over Zoom)
 - Recognizing and Appropriately Using Non-Verbal Behavioral Cues

Exercise #1 : The Grand Strand

Exercise Debriefing:

- Negotiating from a position of weakness
 - Dealing With Irrationality
- Identifying a Distributive vs. Integrative Negotiator
 - Common Negotiation Mistakes

Application of Concepts

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Module 3

Managing Emotions and Conflict

Pre-Readings

- Getting Past Yes: Negotiating As If Implementation Mattered
- When Life Gives You Lemons: How To Deal with Difficult People

Key Concept Priming:

- Understanding Your Conflict Management Style
 - How Power Impacts a Negotiation
 - Repairing Trust and Apologies
- The Importance of Perspective Taking

Exercise #1 : Myti-Pet

Exercise Debriefing:

- Managing Conflict and Emotions
- Power Dynamics: Identifying and Utilizing Your Power
- Understanding and Managing Team Dynamics

Application of Concepts

Assessment: Thomas Kilmann Conflict Management Instrument

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Module 4

Influence, Shadow Negotiations and Cross Functional Teams

Pre-Readings

- Negotiating via Information technology
- Shadow Negotiation

Key Concept Priming:

- Using Positive Influence Strategies
- Influence Without Authority: The Art of Woo (Winning Others Over)
 - Shadow Negotiations: Influencing Behind the Scenes
 - Negotiating in Cross-Functional Teams

Exercise #1 : Geben Robotics

Exercise Debriefing:

- Best Practices for Working in Cross-Functional and Remote Teams

Application of Concepts

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Module 5

Agency—Negotiating With and Through Agents

Pre-Readings

- How to Be Sure Your Agent Gets You the Best Deal

Key Concept Priming:

- When to Use an Agent
- The Challenge of Agency
- Strategies for Negotiating with an Agent

Exercise #1 : Goliath

Exercise Debriefing:

- Best Practices for Working in Cross-Functional and Remote Teams

Application of Concepts

Negotiation exercises: Make sure you read and prepare to negotiate your role for the live session with your assigned partner(s). Also be prepared in the live session to discuss how you approached the negotiation, felt about the negotiation process and arrived at an outcome (or in some cases no agreement).

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Module 6

Cross Cultural Negotiations

Pre-Readings

- Intercultural Negotiations
- Negotiating with Romans Part 2
- John Wayne Goes to Brussels

Key Concept Priming:

- Culture is Like an Iceberg
- The Impact of Culture on a Negotiation

Exercise #1 : The Mexico Venture

Exercise Debriefing:

- Best Practices to Working Across Cultures

Application of Concepts

Negotiation exercises: Make sure you read and prepare to negotiate your role for the live session with your assigned partner(s). Also be prepared in the live session to discuss how you approached the negotiation, felt about the negotiation process and arrived at an outcome (or in some cases no agreement).

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