

Syllabus

Advanced Negotiation Analysis **Spring 2019**

Instructor: Sebastian Litta

Teaching format: *1.5-days intense seminar; (building on introductory course)*

Course status: Skills for Impact Mandatory Course

The SFI program is a mandatory, applied element of the MPA program. It aims to equip students with core vocational competencies that are of high value in the workplace, including team building, leadership, emotional intelligence, planning, risk management and critical reflection. The SFI modules complement academic learning on the MPA, and provide an important opportunity for practice oriented learning and broad skills development.

Course Description

The course is again based on the Harvard principles of negotiation and puts an emphasis on carefully designed role plays and simulations. Students progress through a series of increasingly difficult negotiation simulations and are offered the chance to reflect their failures or successes and thus learn for the next level of negotiation expertise. In addition, theoretical concepts with high real world-relevance are introduced and discussed and essential tips and tricks are shared with the students.

This course is designed to help students use and improve their handling of basic concepts of negotiation analysis. They will learn to become better at building trust at the beginning of negotiations, to understand the interests of all parties involved and the metrics or a potential solution. A focus will again be on understanding your own position. Also, students will be familiarized with more tools to solve (multiple) conflicts in negotiations.

Learning Outcomes

By the end of the course, students will be able to prepare better and faster for complex negotiations. They will have learned more about their own negotiation strengths and weaknesses and they will have experienced how to successfully manage a contentious negotiation. Students will also have applied the basic negotiation terms and concepts from the introductory class.

Course Requirements and Assessment

This is a pass/fail class. In order to pass the class three contributions are necessary:

- *Participation in all exercises and 1 case study discussion*
- *Active participation in class discussions*

Your success or failure during the negotiation exercises will not be graded.

Course Outline

Preparation before May 24:

- Please send an email to sebastian.litta@gmail.com describing a) which negotiation concepts or tools you have used since the intro class and b) which negotiation concepts or tools you want to learn more about in the advanced class by Friday, May 24, 10 am.

Tuesday, May 28

- 1:30 pm: Kick-off, introduction, expectations: Which negotiation skills do I want to improve?
2:15 pm: Exercise #5 Coalition-Building in Colvanã, intro and preparation
2:45 pm: Exercise #5 + Debrief
4:00 pm: Break
4:15 pm: International Negotiations: Class discussion
5:10 pm: End of day

Homework 1: Please read Lax/Sebenius: Deal-Making 2.0 + prepare discussion on main points.

Wednesday, May 29

- 9:00 am: Discussion Lax/Sebenius: Deal-Making 2.0 (PLEASE READ BEFORE CLASS)
10:00 am: Short Break
10:15 am: Conflict in negotiations
10:45 am: Exercise #6 "Altberg Airport": Introduction and individual preparation
11:45 am: Altberg Airport: prep-by-role in breakout rooms
12:45 pm: Lunch Break
1:45 pm: Meet in Plenary room to prepare last step before starting exercise "Altberg Airport"
3:00 pm: Hand in results
3:00 pm: Break
3:15 pm: Altberg Airport: debrief and discussion of results
4:00 pm: Wrap-up, Take-Aways
5:10 pm: End of course

Special Note

The course relies heavily on simulation exercises and role plays. It is crucial for the success of the course that all students participate throughout the entire course. It is not possible to skip parts of the course, because your simulation exercise group might not be able to play the exercise when one player is missing. If you are in doubt about your participation, please contact the instructor at least three days before the class. Make sure not to have other appointments during class time.