

UNIT 5 : TOOLS	SEMESTER 3
<b>COURS : INTERNATIONAL NEGOTIATION TECHNIQUES AND CASE STUDIES</b>	Ects : 3
INTERVENANT / LECTURE : Vincent MONTENERO	
<b>VOLUME SCHEDULE FACE :</b> <ul style="list-style-type: none"> <li>• <b>Cours magistral</b> : .....24 hours</li> <li>• <b>Cours-TD</b> : .....hours</li> <li>• <b>TD</b> : .....hours</li> </ul> <b>HOURLY AMOUNT - INDIVIDUAL WORK OF STUDENT : 55 hours</b>	

## CONTENT

This course aims at improving the participants' analytical and interpersonal skills in negotiation. Beyond theories, in practice, how to prepare, implement, and debrief a negotiation strategy? How to assess and improve working relationships within a division or unit, across divisions or units, and with the other party in general? How to proceed in order to formalize an agreement or to solve a conflict? How to communicate effectively, both in active speaking and listening, asking relevant questions, and presenting persuasive arguments to different audiences? How to identify and overcome the various tensions? How to create value with others during negotiations, while claiming value for oneself? At the negotiation table, how to be creative in developing solutions, while anchoring them in justification criteria? How to assess these solutions at the table, while evaluating solutions away from the table? How to deal with emotions, ours and the others', while focusing on problem-solving? How to overcome the different obstacles to successful negotiations (strategic, tactical, cognitive, cultural, organizational, etc.)? How to address complex negotiations, in multilevel or multilateral settings? In other words, participants will be more aware of how they personally behave in negotiation contexts, and whether or not they should behave the same way, or differently. On top of this, participants will develop a knowledge of the various patterns they may be faced to within the European Union.

## AIMS

The course aims at helping current and future negotiators:

- To develop a clear and strategic vision.
- To prepare negotiations, establish a process, and debrief their meetings.
- To ensure an effective communication at the negotiation table and outside.
- To elaborate an efficient mandate and discover the other's strategies and tactics
- To build a quality relationship and trust within one's own team and with the other
- To integrate the cultural dimension of interactions.
- To build coalitions for multiparty and multilateral negotiations.
- To look for optimal solutions while minimizing risks.
- To use justification criteria valid for everyone. Learn how to leverage solutions away from the negotiation table.

## TEACHING METHODS

Participants will work on practical simulations that they will be asked to prepare, to role-play with their colleagues, in pairs or in teams, and finally to debrief with the instructors. Through these different steps and other exercises, participants will analyze their own behavior as negotiators, and will progressively develop a more efficient personal method. Active preparation and participation are the keys to the success of this seminar.

A certificate will be delivered at the end of the two modules to the participants who have completed the different assignments and have attended all the sessions.

**ASSESSMENT:**

Examination during the teaching period: participation to case studies

Written examination at the end of the teaching period: analysis of a real case in negotiation

**BIBLIOGRAPHY:**

Colson and Lempereur, "The First Move: A Negotiator's Companion", Michele Pekar, 2012