

## Subject : Negotiation

# Advanced Negotiation

### Program overview

- 1 hour e-learning
- 2 day classroom

This two-day Advanced Negotiation program will equip professionals with the knowledge, skills and learning experiences to enable favorable outcomes within complex situations. The financials involved in such negotiations can vary up to billions of €'s. Participants are expected to be currently working within a commercial environment and to have had several years of commercial experience. As this is an advanced program, a reasonable knowledge of the principles, process and practical execution of negotiation is assumed including several years of experience of negotiating.

This advanced negotiation workshop is highly experiential. What this means in practice is that the majority of the workshop will be devoted to preparation for, execution, and review of a number of realistic commercial business team negotiation scenarios. Elements of team negotiations and intercultural negotiations are included in this program.

### Target Audience

#### **This program is intended for employees:**

- mastering core commercial skills capabilities;
- with a bachelor or master degree (or on equivalent level via work experience) with at least 5 years of purchasing experience;
- who are involved in strategic negotiations.

### Objectives

#### **Through this program participants will be able to:**

- prepare for complex scenarios in order to defend your position successfully when up against hard negotiators;
- create a balance of power between negotiating parties in order to reach a satisfying conclusion;
- form effective negotiating teams;
- increase profits through well-planned and well-executed collaborative negotiations;
- help others focus on interests and not take positions;
- turn adversarial situations into welcome opportunities to communicate openly and effectively;
- deal effectively with passive aggressive individuals during negotiations;
- use the pace, tone, and pitch to project a calm, powerful position.

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## Advanced Negotiation

Content: E-learning, 1 hour

1. Strategic Relations & Team Negotiations

Content: Classroom, 2 days

- Introduction negotiating in complex situations
  - ◊ Power imbalance
  - ◊ Bad news conversations
  - ◊ Multi party - team negotiation
  - ◊ Intercultural elements
- Review key essentials of negotiation
  - ◊ Process, preparation & planning
  - ◊ Interest versus position based negotiations
- Personal assessment
  - ◊ Individual DISC assessment & profile (see figure)
  - ◊ Influencing with DISC
- Power balance
  - ◊ Analyzing & assessing power balance
  - ◊ Influencing power balance
- Negotiating in teams
  - ◊ Roles & responsibilities
  - ◊ Stages of teaming
- Intercultural negotiations
  - ◊ Intercultural sensitivity
  - ◊ Impact on preparation
  - ◊ Impact on actual negotiation

