



Watershed *Best Negotiating Practices*® Workshop Series

Excellence in Negotiating A Level 3 BNP Workshop

Philosophy

Excellence in Negotiating, a Level 3 course, provides the opportunity for confident and experienced negotiators to explore negotiating strategies on a deeper level and in more complex situations, reinforcing behavioral changes that enhance performance.

Who should attend?

Ideal participants have taken at least two days of intensive negotiation coursework and have five or more years of on-the-job negotiating experience.

Learning Objectives

- ❖ Understand the five primary approaches to negotiating and what situations call for which approaches
- ❖ Recognize negotiators' styles and learn to stretch your style to maximize success with your team and your counterparts
- ❖ Prepare for negotiations with strategies that address complex issues, diverse stakeholders, multiple parties, and shifting power
- ❖ Identify power sources and how to leverage power to your advantage
- ❖ Manage hard bargainers with prevention, defensive and transformational strategies
- ❖ Acquire new skills to manage emotions, cultural differences, difficult conversations, the use of technology and other nuances of negotiating



Pre-workshop Activities

We recommend a pre-workshop activity if workable in your business environment:

- ❖ Refresh. Participants read material prior to the workshop to become re-familiarized with accepted negotiation methods. This pre-work ensures participants can begin the workshop in congruence with their colleagues.
- ❖ Reflection and Re-engagement. Participants complete one or more exercises prior to the workshop, such as self-assessment, a negotiation debrief, or reflective journaling of positive and negative negotiation experiences.

Workshop Content

Based on number of desired modules and group's size, workshops span one to three days. Core content and activities, optional modules, and post workshop support follow.

Core Content

- I. Refresher on Negotiations: Framework and Fundamentals
- II. Negotiation Styles
- III. Gaining and Leveraging Power
- IV. The Negotiator as Persuader
- V. Difficult Negotiations with Hard Bargainers, Intimidators and Irrational Negotiators
- VI. Strategic Preparation

Workshop Activities

- ❖ Large-group quiz refreshes concepts and skills in a dynamic and conversational style
- ❖ Role Plays provide practice of core skills and new strategies
- ❖ Short scenario assessment enables review of real business situations where participants assess options, predict results and learn lessons from their colleagues
- ❖ Movie clips provide powerful demonstrations of skills and strategies
- ❖ Individual Action Plans commit participants to continued growth

Optional Modules

<ul style="list-style-type: none"> • Cultural Considerations and <i>Safe Skills</i>* • Negotiating for internal resources • Market perceptions of procurement and sales • Negotiation team dynamics • Clues at the bargaining table • Probing intensive • Legal considerations* • Managing emotions – yours and theirs* • Most common tactics • Sole and single source supply negotiations 	<ul style="list-style-type: none"> • Competitive negotiations • Negotiating with governments • The truth about lying • Managing impasse and avoiding deadlock • Multilateral negotiations • The power of the positive “no” • Turning difficult conversations into successful negotiations • Ethics in negotiating • Negotiating as a corporate capability • Email, texting, voice mail and telephone negotiations
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Post-Workshop Support

Participants receive Watershed's condensed *Field Guide*, comprehensive *Reference Guide*, and other job aids. Participants also receive telephone coaching targeted to the planning or debrief of a specific live negotiation within six months of the workshop.

*Watershed also offers full-day courses in *An Introduction to Bargaining Across Cultures*, *Managing Emotions as You Negotiate*, and *Best Negotiating Practices for Lawyers*.

Note: Videotaping and multiple facilitators are available at an additional fee.