



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