

R.E.A.L. NEGOTIATION

“We sit on both sides of the negotiating table; sometimes we are buyers, sometimes we are sellers. We always strive for win/win, and whichever side we sit on, those with the greater skills and better strategies always have an advantage.”

Marc Kramer, CEO, ProjectWorks

AUDIENCE

- FL Front-Line Leaders
- LL Leaders of Leaders
- IC Individual Contributors

FORMATS

- In-Person:
2 days (full course)
-OR-
½ day course
“Negotiation Hacks & Power Moves”
- Virtual:
3 hrs X 4 Sessions (12 hrs. total)
-OR-
½ day course
2 hrs X 2 Sessions (4 hrs. total)
“Negotiation Hacks & Power Moves”

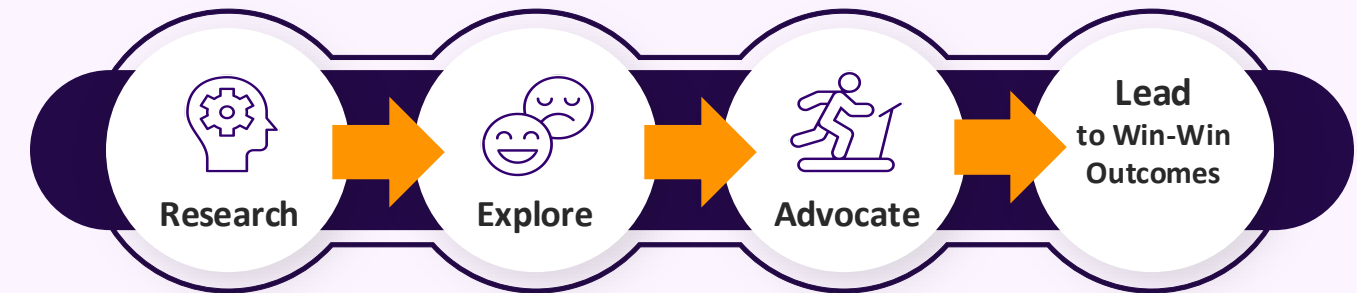
COURSE OVERVIEW

Whether you are a seller or a buyer, this program is designed to help you develop new skills and strategies to maximize your potential for a successful negotiation outcome. Participants experience negotiations from both the buyer and seller perspective. In the process they also learn more about the strategies typically employed by the other side of the negotiation table AND the counter-strategies you can employ.

Through a series of experiential negotiation exercises which are progressively difficult and targeted toward specific skills/strategies, participants develop new capabilities then work on a reinforcement process to apply the skills to their own negotiation circumstances at work.

This course is unique in that most of the typical “classroom” instruction is delivered in advance via e-learning so that almost all of the workshop time can be focused on active learning through the experiential negotiation exercises.

NEGOTIATION MODEL



17 NEGOTIATION BEST PRACTICES

- Aim Higher
- Prepare Better
- Start Sooner
- Know Your Power
- Set the Stage
- Focus on Needs
- Build Rapport
- Leverage Tension
- Paraphrase
- Ask Questions
- Prime
- Brainstorm
- Control Information Flow
- Declare Your Demands
- Propose Conditional Solutions
- Make Adjustments or Trades
- Concede or Walk Away According to Plan

LEARNING OUTCOMES AND BUSINESS IMPACT

- 1 Participants become more comfortable with the natural tension of a negotiation, and learn to leverage tension to their advantage.
- 2 Participants learn their sources of “power” in a negotiation, even when it seems that they are at a disadvantage.
- 3 Participants learn how to conduct research and pre-negotiation planning which will enhance their ability to propose solutions.
- 4 Participants learn the power of asking questions and “drilling deeper” to increase their ability to generate creative solutions.
- 5 Participants learn how to effectively make concessions and adjustments or trades. They also learn the value of a predetermined walkaway plan.
- 6 Participants develop new skills by engaging in a variety of “real world” negotiation exercises which become increasingly difficult.

R.E.A.L. Negotiation Learning Journey

The R.E.A.L Negotiation program contains a variety of exercises and scenarios in a blended learning journey, with a series of increasing challenging experiential negotiations.

