

2-Day Curriculum: Negotiation for Change and Conflict Resolution in Organisations

Day 1: Foundations of Negotiation and Conflict Resolution

Morning Session: Introduction and Core Concepts

- Introduction to Negotiation as a Problem-Solving Tool
- Principled Negotiation
- Negotiation Styles and Tactics
- Preparing for Negotiation: Setting Goals and Objectives
- Position vs. Interests

Afternoon Session: Advanced Negotiation Preparation

- Preparing Negotiation Strategies and Tactics
- Effective Preparation and Planning
- Active Listening in Negotiation
- Overcoming Common Negotiation Pitfalls
- Distributive vs. Integrative Bargaining

Day 1 Wrap-up:

- Q&A and Group Discussion
- Assignment: Case study analysis on negotiation strategies and preparation

Day 2: Applying Negotiation and Conflict Resolution to Change Initiatives

Morning Session: Negotiation Techniques and Change Management

- Psychology of Negotiation
- Negotiation Strategy: Win-Win Approaches
- Negotiating Multiple Issues Simultaneously
- Negotiating Globally

Afternoon Session: Change Management Perspective

- Change and Organisation: Defining Change
- Change Readiness and Resistance Management
- Stakeholder Engagement
- Sustaining Change

Day 2 Wrap-up:

- Simulation Exercise: Conduct a role-playing negotiation exercise incorporating change management elements
- Final Q&A and Group Reflection
- Conclusion: Closing Remarks and Next Steps