

NEGOTIATION AND CONFLICT RESOLUTION

Prof. Marat Atnashev,
Moscow school of Management SKOLKOVO
Marat.Atnashev@skolkovo.ru

Instr. Julia Danchina,
Moscow school of Management SKOLKOVO
Julia.Danchina@skolkovo.ru
+79686014495

Course description

Negotiation and Conflict Resolution presents negotiation theory – strategies and styles. In addition to the theory and exercises presented in class, students practice negotiating with role-playing simulations that cover a range of topics, including difficult situations.

Key objectives of this course:

- Provide insights into any negotiation process and its essential elements of how to prioritize interests, what are alternatives and how to assess the cost-of-no-deal;
- Practice structured and effective preparation for complex negotiations;
- Describe various negotiation structures, including multiparty and the logic behind effective coalition building;
- Expand the personal negotiations tactical toolkit;
- Develop a personal unique style of negotiating;
- Introduce a range of strategic choices available resolve multi-party conflicts, and some distinguishing features of multiparty negotiation: the formation and dissolution of coalitions; group interaction when there are many parties around the table; and the need to continuously modify the structure of negotiations in multiparty situations;
- Build theoretical understanding and practical skills through an interactive role-play simulations.

Course requirements, grading, and attendance policies

The final grade will be comprised of

Participation	20%
Simulation	60%
Learning Journal	20%

Learning Journal (20%) : Submission of a “Learning Journal” is compulsory. The “Learning Journal” is a personal debriefing document which will require students to monitor, observe and reflect their own behavior and performance during the simulations.

Active class participation (20%) means questions, smart comments during class discussions, own case studies and real-life experiences, as well as taking a leading role in game sessions and simulations. Presence during all sessions will be monitored by managers.

Simulation (60%). Grade is relative to the score each student achieved in simulation. Detailed description and instructions for the simulation will be handed out at the beginning of the exercise. The simulation will be graded based on two major criteria:

- The outcome of negotiations, and
- Negotiation process.

Course contents

Course content:

- Confrontation and Cooperation
- Power Negotiation
- Harvard Principals in Negotiation
- Human Factor
- Stakeholder management
- Conflict Resolution
- Multiparty Negotiation

Description of course methodology

The course is based on: readings, simulations and class discussions, self-assessments, your analysis of the negotiations of others, writing each week in your journal. There is no exam. Course meets only seven times – with a different topic each week – which is why we ask for a commitment that students come to all classes, barring health or family emergencies.

Ethical expectations: Students are encouraged to work together with a classmate on any assignment. However, in preparing for a role, they may only work together with someone else who has the same role.

Course materials

Required textbooks and materials

If you are interested in “speaking the same language” as others who have had negotiations courses around the world, buy and read all of Roger Fisher and William Ury’s little paperback, *Getting to Yes*.

Academic integrity policy

Academic Integrity is a commitment to five fundamental values: honesty, trust, fairness, respect, and responsibility. We believe that these five values, plus the courage to act on them even in the face of adversity, are truly foundational to the academy.