

Course title: NEGOTIATIONS

ECTS credit allocation (and other scores): 2,5

Semester: spring

Level of study: ISCED-7 - second-cycle programmes (EQF-7)

Branch of science: Social sciences

Language: English

Number of hours per semester: 45

Course coordinator/ Department and e-mail: dr Piotr Szamrowski piotr.szamrowski@uwm.edu.pl

Type of classes: classes and lectures

Substantive content

CLASSES: 1. The Nature of Negotiation -Understand the definition of negotiation, the key elements of a negotiation process, and the distinct types of negotiation. Explore how people use negotiation to manage different situations of interdependence—that is, that they depend on each other for achieving their goals. Consider how negotiation fits within the broader perspective of processes for managing conflict. 2. Strategy and Tactics of Distributive Bargaining - Understand the basic elements of a distributive bargaining situation as well as the strategy and tactics of distributive bargaining. Consider the strategic impact of positions taken during a negotiation and the role of concessions. Appreciate the role of concessions in distributive bargaining. Identify hardball tactics and learn how to counter them. 3. Strategy and Tactics of Integrative Negotiation - Understand the basic elements of an integrative negotiation situation. Explore the strategy and tactics of integrative negotiation. Consider the key factors that facilitate successful integrative negotiation. Gain an understanding of why successful integrative negotiations are often difficult to achieve. 4. Negotiation: Strategy and Planning - Understand the importance of setting goals for an upcoming negotiation. Explore the major elements of a process for selecting a negotiation strategy and how to execute that strategy. Gain a comprehensive set of tools for effectively planning for an upcoming negotiation. 5. Ethics in Negotiation - Understand commonly accepted approaches to ethical standards and ethical reasoning. Explore factors that determine how ethics affect negotiation processes. Consider different types of ethically problematic tactics and how they are perceived. Gain an understanding of how marginally ethical tactics will be received by others in a negotiation and how to detect and cope with others' use of deceptive tactics. 6. Perception, Cognition, and Emotion - Understand the important role played by perceptions, cognitions, and emotions in negotiation. Explore how perceptions can become distorted and lead to biases in negotiation and judgment. Consider the ways that cognitions in negotiation can be affected by biases and framing processes, and how emotions and mood can shape a negotiation. Gain advice on how to manage perception, cognition, and emotions in negotiation situations.

LECTURES: The Nature of Negotiation. Strategy and Tactics of Distributive Bargaining . Strategy and Tactics of Integrative Negotiation. Negotiation: Strategy and Planning. Ethics in Negotiation. Perception, Cognition, and Emotion.

Learning purpose: Students acquire in-depth knowledge of negotiation techniques and strategies, and acquire practical negotiation skills.

On completion of the study programme the graduate will gain:

Knowledge: The student is able to define the concepts of negotiation and mediation and indicate the differences between them; The student knows the rules of negotiation and mediation; The student has knowledge of the negotiation and mediation styles; The student has knowledge of negotiation and mediation strategies and tactics;



Skills: The student has knowledge of the types of conflict and knows the basic principles of dealing with conflicts; The student knows the ethical principles relating to negotiation and mediation; The student knows the rules of interpersonal communication useful in mediation and negotiations (especially understands the essence of active listening) and is able to apply them in practice; The student is able to formulate and recognize persuasive messages;

Social Competencies: The student is able to identify manipulative tactics in negotiations and mediations and knows how to counteract them; The student is able to plan and implement the individual stages of the negotiation process independently and by working in a group. The student is able to plan and implement the various stages of the mediation process independently and by cooperating in a group.

Basic literature: R. Fisher, W. Ury, *Dochodząc do TAK: Negocjowanie bez poddawania się*, wyd. PWE Warszawa, 2016, s. 321

Supplementary literature: Zbigniew Nęcki, *Negocjacje w biznesie*, wyd. Antykwa, 2012, s. 267

The allocated number of ECTS points consists of: 2,5

Contact hours with an academic teacher: 1,88

Student's independent work: 0,62