
**Dynamics of Negotiations
MGMT:9110**



Summer 2016

Instructor Information:

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Course Overview:

Most of us negotiate multiple times each day--everything from how much to pay for a used car to the salary and benefits for your first job to where to eat dinner with your roommate after class is an exercise in negotiation. Despite how prevalent negotiations are in our everyday lives, we often fail to consider both the strategy and psychology underlying these negotiations.

Negotiation is the art and science of securing agreements between two or more interdependent parties. This course will teach you about the processes of negotiation and conflict management as they are practiced in different settings.

Students will have the opportunity to explore different bargaining styles and to gain confidence in their own negotiation skills through in-class negotiation exercises. Students will also develop conflict management skills through exposure to alternative dispute resolution processes, such as mediation and arbitration

Course Materials

Textbook:

The text for this class is: [Bargaining for Advantage: Negotiation Strategies for Reasonable People](#) by G. Richard Shell.

Negotiation Cases:

We will utilize cases from the Dispute Resolution Research Center (DRRC) at Northwestern University. These cases are copyrighted and include copyright and handling fees and so will cost approximately \$40-50 per student.

Course Objectives:

- To understand the nature of negotiations, and to be able to identify situations when negotiation is required.
- To identify your own negotiation style and how to work with it.
- To be able to discern the difference between a distributive and an integrative negotiation
- To learn how to prepare for a negotiation and develop a negotiation plan
- To provide experience in the negotiation process, including learning to evaluate the costs and benefits of alternative actions.
- To be able to recognize, identify, and describe factors that impact the negotiation process (power, leverage, ethics, biases, 3rd parties, and cultural differences)
- To increase competency and confidence as a negotiator

Course Format :

- **Negotiation Exercises:** During the course we will negotiate in almost every class. While the class officially meets at scheduled course times, students will be expected to meet with other students outside of class to prepare for some of the negotiation exercises or to work on group assignments.
- **Preparation for Negotiations:** This is the **most important** aspect of this class. Your classmates expect you to be fully prepared for each negotiation exercise. By coming unprepared for the negotiation exercise in class you undermine the ability of your classmate(s) who is/are negotiating with you to benefit from the exercise. Note that some exercises also require students to prepare outside of class as a team.
- **Negotiation Debrief:** We will debrief negotiations in class. You are expected to participate in these class discussions. Your agreements will be posted so that the class can analyze different negotiation strategies and outcomes and learn from everyone's experience. I might ask specific negotiators to describe their experience. Sharing those insights and experiences are crucial for the learning experience in this course.
- **Readings:** Reading assignments are to be done as scheduled. The learning advantages from following this system will outweigh any advantages of reading ahead of schedule.

Course Requirements and Evaluation Criteria: *(please note this is a draft and subject to change prior to the start of summer classes)*

Attendance & Participation	100 points
Individual Writing Assignment	50 points
Intergroup Negotiation Exercise	50 points
Final Exam	100 points.

Course Content:

- Introduction to Negotiations
- Simple, Two-Party Negotiations

- Multiple Issue, Two Party Negotiations
- Negotiations in the Real World
- Interests, Rights and Power in Dispute Resolution
- Moving Beyond “Win-Win”
- Trust in Negotiations
- Multi-Issue Negotiations
- Cross-Cultural Negotiations
- Using Agents in Negotiation
- Ethics & Lying
- Multi-Round Intergroup Negotiations
- Mediation & Arbitration

Week 5 Feb. 17	Preparing to Negotiate	Ch. 5 (RTS) Group 3 Presentation Salary Negotiation <i>Guest Speaker: Sara Burden, Pomerantz Career Center</i>	Read Ch. 6 (RTS) Read Summer Intern role and complete Negotiation Preparation Sheet <u>One Paperclip Log and Analysis due (via ICON dropbox) 2/24</u>
Week 6 Feb. 24	Uncovering Interests in Negotiation	Ch. 6 (RTS) Group 4 Presentation Debrief: One Paperclip Summer Intern Negotiation	Read Ch. 8 (RTS), Adler "Negotiating with Liars" (ICON) Read Bullard Houses role and complete Negotiation Preparation Sheet
Week 7 March 3	Trust, Ethics and Reputation in Negotiations	Ch. 8 (RTS), Adler "Negotiating with Liars" (ICON) Group 5 Presentation Bullard Houses Negotiation	Prepare for Midterm
Week 8 March 10	MIDTERM EXAM		
Week 9	SPRING BREAK – no class		Read Ch. 7 (RTS)

March 17			
Week 10 March 24	Power, Leverage and Influence	Ch. 7 (RTS) In-Class Activity	Read Ch. 9 (RTS) Read Speed Ventures role and complete Negotiation Preparation Sheet
Week 11 March 31	Perceptions, Biases, and Communication	Ch. 9 (RTS) Group 6 Presentation Speed Ventures Negotiation	Read Ch. 10 (RTS) Read Pakastani Prunes role. <u>Begin Pakastani Prunes negotiation over e-mail. Do not discuss with classmates. Submit Pakastani Prunes e-mail transcript (in correct order) via ICON dropbox by 4/7. Include names of all participants.</u>
Week 12 April 7	Gender and Cultural Differences in Negotiation	Ch. 10 (RTS) Group 7 Presentation Debrief: Pakastani Prunes	Read Ch. 1 in "Global Negotiation: The New Rules" (available on ICON) Read Mexico Venture role and complete Negotiation Preparation Sheet
Week 13 April 14	Gender and Cultural Differences in Negotiation	Ch. 1 in "Global Negotiation: The New Rules" (ICON) Group 8 Presentation Mexico Venture Negotiation	Read Best Stuff on Earth role and complete Negotiation Preparation Sheet <u>Read-World Negotiation Analysis due (via ICON dropbox) 4/21</u>

Week 14 April 21	Multi-Party Negotiation	Group 9 Presentation Best Stuff on Earth Negotiation	Read Ch. 11 (RTS) Read H&G Household Goods role and complete Negotiation Preparation Sheet
Week 15 April 28	Working Through Conflict	Ch. 11 (RTS) Group 10 Presentation H&G Household Goods Negotiation	Read Ch. 12 (RTS) Read Telepro role and complete Negotiation Preparation Sheet
Week 16 May 5	Arbitration and Mediation	Ch. 12 (RTS) Group 11 Presentation Telepro Negotiation Course Wrap-up	Prepare for Final Exam
Week of May 12	FINAL EXAM – Date and Time TBA		