Negotiation for Executives

NEW PROGRAM

“Successful negotiation is about communication. When you find creative ways of meeting other people’s goals, they won’t stand in the way of yours.”

Prof. Jared R. Curhan

Program Overview

Negotiation is a daily practice within business organizations. We negotiate all the time—with clients and partners, vendors and suppliers, supervisors and colleagues, employees and recruits. Successful negotiation requires self-awareness, preparation, and practice. This program addresses all three requirements by providing extensive personalized feedback, tips for efficient pre-negotiation planning, and plenty of opportunities to practice and hone your negotiation skills. Drawing on fundamental negotiation principles based on scientific research as well as specific real-world examples, this program aims to enhance personal gains in negotiation, while simultaneously sustaining important relationships.

Program Takeaways

In this program, participants will learn how to:
• Leverage their own specific personality traits and abilities to boost negotiation outcomes
• Enhance bargaining power to claim a larger share of the pie
• Recognize and resolve different types of issues to create and claim value
• Develop strategies for efficient pre-negotiation preparation
• Build and maintain working relationships without forfeiting economic outcomes
• Deal with difficult tactics

Program Experience

Course material is presented in a series of lectures, discussions, and engaging exercises that provide extensive personalized feedback and are designed to teach participants how to leverage their individual traits to achieve success and build lasting relationships at the bargaining table. Prior to the first day of sessions, participants are strongly encouraged to complete a detailed written questionnaire that will better customize the experience for each individual negotiator.

“People who establish great relationships have more people who want to negotiate with them. And the more people want to negotiate with you, the more powerful you become as a negotiator.”

Prof. Jared R. Curhan

MIT Sloan Executive Education

True to the deeply analytical and quantitative MIT style, the material in this program is based on extensive scientific research by Professor Curhan and his colleagues. Professor Curhan is renowned not only for his engaging interactive teaching style, but also for his pioneering research on the social and psychological components of negotiation. His research includes topics such as: conceptions of fairness, concern for personal integrity, lasting reputations, company loyalty, preference change during the course of a negotiation, norms for appropriate negotiating behavior, and relational dynamics among negotiators who interact multiple times.

http://executive.mit.edu/ne
Negotiation for Executives

Sample Program Schedule (subject to change)

Day 1
» 8:00–12:00 PM: The Negotiator’s Dilemmas: Introduction/Overview, Arm Game, Oil Pricing Exercise, Debrief—Game Theory and Prisoner’s Dilemma, Personality and Individual Differences
» 12:00–1:00 PM: Luncheon
» 1:00–5:00 PM: Claiming Value: Distributive Bargaining Exercise with Positive ZOPA, Debrief—How to Claim Value in Negotiation, Distributive Bargaining Exercise with Negative ZOPA, Debrief—What Went Wrong?

Day 2
» 8:00–12:00 PM: Integrative Bargaining: Two Scored Negotiations, Debrief—Status, Structure, and Personality
» 12:00–1:00 PM: Luncheon
» 1:00–4:00 PM: Real World Negotiations: The Seven Elements, Bi-side Preparation, Sally Soprano-style Negotiation, Fishbowl Exercise, Wrap-up

Who Should Attend
Powerful negotiators are valued at all levels of an organization. If your responsibilities include interacting in some shape or form with others, then this program is for you. Typical participants’ areas of expertise tend to include:
• sales and marketing
• planning and development
• operations management
• strategic partnerships
• supply-chain agreements
• recruitment and human resources

Program Faculty
Jared Curhan specializes in the psychology of negotiation and conflict resolution. A recipient of support from the National Science Foundation, Curhan has pioneered a social psychological approach to the study of “subjective value” in negotiation (i.e., feelings and judgments concerning the instrumental outcome, the process, the self, and the relationship). His current research uses the Subjective Value Inventory (SVI; Curhan et al., 2006) to examine precursors, processes, and long-term consequences of subjective value in negotiation.

Testimonials
Participants in a recent one-day program on Strategic Negotiations that Professor Curhan taught for our Advanced Certificate for Senior Executives had this to say:

“This was very useful and presented with a great balance of learning and actual application.”

“Great realization that to be a great negotiator you can also, and should also, be a great person, as demonstrated by the professor.”

“Significant! It will change the way I will negotiate in the future.”

“Directly applicable to my HR activities like recruitment, training, compensation, and employee relations activities.”

“Really good tools to be implemented; I will start using them from today.”

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