



(ONLINE) NEGOTIATION CAPACITY-BUILDING PROGRAM

Negotiation Skills for a Better World!

Have you ever been in a situation where you needed someone else to do something, or stop doing something? If so, you were in a negotiation. The skills needed to handle negotiations effectively are important and can be learned and improved, no matter your background or experience. Negotiation skills will help you build stronger, healthier personal and professional relationships. And they will help you get more of what you want.

The Centre for ADR at the National Law University, Delhi is pleased to partner with global negotiation experts, Alignor (www.alignor.com) to bring you an online Negotiation Skills Capacity-Building Program. In this Program, you will learn:

- How to build healthier, more productive relationships
- How to gain alignment and buy-in from others
- How to deal with difficult people and situations
- How to collaborate with others to get better results
- How to sustain and share negotiation best practices in your work and life

The lead instructor for our online negotiation program is world renowned negotiation expert John Shulman ([John G. Shulman – Alignor](#)). John is a graduate of Harvard Law School, USA, and has worked with Harvard on its Middle East Peace project, with the United Nations Criminal Tribunal for Rwanda, and with numerous NGOs, Governments and agencies, including High Courts and Ministries across India.

Registered participants who complete the three 90-minute online sessions and one hour of self-paced online negotiation simulations will receive a certification of Interest-based Negotiation Skills from Alignor and NLUD. In addition, registered participants will receive a full year's access to more than two dozen online negotiation simulations you can use to practice your negotiation skills after the seminar.

Intended Audience:

- Leaders and managers of NGOs and Government Agencies
- Social Justice Advocates and Community Activists
- Junior Advocates and Law Students

When: 18-21 January 2021 from 6:30-8pm IST

Registration Fees: Rs. 5,000

Program Schedule

SESSION ONE – 18 JANUARY 2021 – 90 MINUTES

Introduction

- Introduction
- Learning objectives for the seminar
- Resources and tools available with this seminar

Different Types of Negotiations

- Transactional vs. relationship-based negotiations
- Negotiating on your own behalf vs. negotiating on behalf of others
- Principal-agent divergence

Foundational Principles of Negotiation

- Collaboration vs. competition
- Defining and measuring success

- Importance of preparation

Comparing Different Approaches to Negotiation

- Considering when to use a collaborative approach and when to be more competitive
- Interplay between relationships and substantive outcomes
- Comparing different approaches to negotiation
- Understanding how to use leverage effectively when you have it without damaging relationships, and how to increase your leverage when needed
- The role of compromise in negotiations

Homework (30 minutes):

- Play two online negotiation games and review all Key Learnings in each game

SESSION TWO – 19 JANUARY 2021– 90 MINUTES

Negotiation Best Practice: Interest Based Negotiation

- Focus on what matters to stakeholders – their interests
- Brainstorm creative solutions to satisfy identified interests
- Risk analysis – understand what may happen if no agreement
- Overview of Alignor 3-step process

Why Interest-based Negotiation is Effective

- Understanding wide range of stakeholder interests
- Difference between positions and interests
- Finding common ground based on aligned interests (or interests that are different but not opposite)
- Communicating effectively to address critical interests, influence decision-making, and obtain buy-in

Step One of Three-Step Process: Identify Stakeholder Interests

- Apply Step 1 (Stakeholder Interests Analysis) to case study
- Apply Step 1 to actual negotiation
- Discuss Step 1, including active listening, questioning assumptions, and identifying interests

Step Two of Three-Step Process: Finding Solutions that Satisfy Stakeholder Interests

- Finding solutions that move us from current to desired state

- Developing a wide range of possible options
- Apply Step 2 (Brainstorming Possible Actions) to case study
- Apply Step 2 to actual negotiation
- Communicating how proposed solutions will satisfy identified stakeholder needs

Homework (60 minutes):

- Complete work on stakeholder interests analysis (Step 1) and brainstorming possible options (Step 2) for your actual negotiation
- Play two online negotiation games and review all Key Learnings in each game

SESSION THREE – 20 JANUARY 2021 – 90 MINUTES

Step Three of Three-Step Process: Risk Analysis

- Assessing risk (your own and others')
- Apply Step 3 (Risk Analysis) to case study
- Apply Step 3 to actual negotiation
- Understanding and communicating consequences, where appropriate

Implementing the Optimal Strategy

- Putting together a proposed agreement (Realistic Best Case Proposal)
- Communicating benefits efficiently and effectively (so stakeholders will hear)
- Negotiating a package
- Check-ins and other tools for obtaining buy-in and effective implementation

Persuading and Influencing the Decision-making of Others

- Obtaining buy-in from team members and allies
- Using risk analysis to influence decision-making of others
- Influencing people when we lack authority
- Handling objections

Handling Difficult People and Situations

- Dealing with bias, discrimination and other inappropriate behavior
- Handling cross-cultural and intergenerational negotiations
- Dealing with people who use aggressive negotiation tactics
- Dealing with strong emotions and past history
- Saying no without damaging relationships
- Identifying and isolating people who try to undermine negotiations

Using Negotiation Skills to Promote Positive Change

- Finding common interests, objectives and principles
- Communicating clearly to build consensus and empower
- Building healthy and sustainable relationships
- Negotiating to empower those who have been disadvantaged or excluded

Q & A

Post-Seminar Homework (2 hours):

- Complete preparation for and implement your actual negotiation (60 minutes)
- Complete online certification for skills required to handle Difficult Conversations (60 minutes)

For any further queries kindly contact us at cadr@nludelhi.ac.in