

NEGOTIATION (CONF 695)

Course Syllabus

Overview

This seminar-style class teaches the theory and practice of negotiating. Negotiation is a form of social interaction, so negotiation theory draws insights from the study of psychology, communications, and conflict (inter-personal, group, and cross-cultural). The class operates on the principle that theory and practice inform each other. Negotiation theory is taught primarily by drawing lessons from simulated negotiations, and negotiation skills are taught primarily by applying theory in simulations.

Course Requirements and Grading

- Class Participation (5%): As much of the learning comes from classroom exercises, attendance and active participation are critical. Students will be graded on whether they prepare for and actively participate in classroom exercises and discussions. They will not be graded on the outcomes they achieve in simulations.
- Journal (25%): This is a tool for reflecting on how classroom experiences relate to negotiation theory. For each simulation, students must analyze what strategies and methods were or were not effective, and why. Journals will be graded on the degree to which they show the student is learning from classroom experiences and related readings, and on how well they are written and organized.

Students should avoid confusing a journal with a diary. The purpose is not to record what happened in the simulation; it is to reflect on what lessons can be learned from the experience. Students are strongly advised to update their journal promptly after each simulation, when the experience is still fresh. Journal entries should average 1-2 double-spaced pages.

- Article Presentation (10%): Students will prepare and deliver a 10-15 minute presentation on an article regarding recent research on negotiation. They will be graded on their mastery of the content of the article, and their ability to explain the content clearly and concisely.
- Analytical Case Study (60%): Students will write a paper analyzing how negotiation theory applies to an actual negotiation. Papers will be graded on the student's ability to identify and correctly apply applicable theories and practice principles to the chosen topic. Papers also will be graded on how well they are written and organized. Papers must be approximately six double-spaced pages, no more than one of which is a statement of facts.

Textbook

Kathleen Kelley Reardon, *The Skilled Negotiator* (San Francisco: Jossey-Bass 2004)

Logistics

- Contacting the Instructor

Phone: 703-582-9971
Email: GDrucker@McCammonGroup.com

I will make myself available to meet with you before or after class with sufficient advance notice. I will do my best to address questions and concerns at other times as well. I *welcome* feedback and suggestions at any time about how the course could be improved. Please feel free to speak up either during or between classes.

- Missing Classes / Extensions

Absences will be excused only for illness or emergencies. You **must** let me know in advance if you anticipate missing a class. Failure to do so will affect your grade for class participation.

If you anticipate missing a deadline for submitting a written assignment, you must request an extension of time in advance. I will grant an extension only for illness or extraordinary events.

CLASS SCHEDULE

March 3

Reading Assignment: *The Skilled Negotiator, Chapters 1-5*

Introductions and Overview	9:00 – 10:00
Break.....	10:00 – 10:15
Ostrich Egg Simulation.....	10:15 – 11:15
Preparing to Negotiate	11:15 – 12:30
Lunch	12:30 – 1:15
Preparation Exercise	1:15 – 2:15
Break.....	2:15 – 2:25
Prado Scoot Simulation	2:25 – 3:15
Negotiation Stages	3:15 – 3:35
Break.....	3:35 – 3:45
Negotiation Strategy.....	3:45 – 4:30

March 4

Student Paper Simulation.....	9:00 – 9:45
Role Reversal Exercise	9:45 – 10:30
Break.....	10:30 – 10:45
Sharing Information – Strategic Issues	10:45 – 11:45
Sharing Information – Legal, Ethical & Moral Issues.....	11:45 – 12:30
Break.....	12:30 – 1:15
Mossyback Lane Simulation	1:15 – 3:15
Creating Value	3:15 – 4:30

March 30

Reading Assignments:

The Skilled Negotiator, Chapters 6 – 9

Karambayya, R., Brett, J. & Lytle, A. (1992). Managerial third parties:
Academy of Management Journal, 35, 426-438.

Bullard Houses Simulation.....	9:00 – 10:30
Break.....	10:30 – 10:45
Distributing Value.....	10:45 – 11:50
Break.....	11:50 – 12:00
Distributing Value cont.....	12:00 – 12:30
Break.....	12:30 – 1:15
Sally Soprano Simulation	1:15 – 2:45
Break.....	2:45 – 3:00
Power and Pressure	3:00 – 4:00
Break.....	4:00 – 4:10
Set up for Day Care Task Force.....	4:10 – 4:30

April 1

Day Care Task Force Simulation.....	9:00 – 11:00
Break.....	11:00 – 11:15
Psychological Barriers to Agreement.....	11:15 – 12:30
Break.....	12:30 – 1:15
Mediation	1:15 – 2:15
Break.....	2:15 – 2:25
Amanda Simulation	2:25 – 4:00
Break.....	4:00 – 4:10
Set up for Final Weekend	4:10 – 4:30

April 14

Reading Assignment:

The Skilled Negotiator, Chapter 10

Crotty, S. (2006). Holding Their Own: Women Executives and Negotiation Outcomes. Kellogg School of Management, Management and Organizations Department, Working Papers.

Student Research Reports	9:00 – 10:00
Break.....	10:00 – 10:10
Alpha-Beta Simulation	10:10 – 12:10
Break.....	12:10 – 1:00
Cultural Issues in Negotiation	1:00 – 2:00
Break.....	2:00 – 2:10
Student Research Reports	2:10 – 3:10
Break.....	3:10 – 3:20
Impact of Gender/Personality	3:20 – 4:30

April 15

Mouse Simulation.....	9:00 – 11:30
Break.....	11:30 – 11:45
Student Research Reports	11:45 – 12:30
Break.....	12:30 – 1:15
Federated Science Fund Simulation	1:15 – 3:30
Break.....	3:30 – 3:45
Wrap Up and Evaluations	3:45 – 4:30