

<b>PROGRAMME NAME:</b> All Hons. SEC
<b>COURSE NAME:</b> Negotiation and Leadership
<b>SEMESTER DURATION:</b> August to December

<b>WEEK</b>	<b>TOPIC(S)</b>	<b>TEACHING METHODOLOGY ADOPTED/CONTINUOUS INTERNAL EVALUATION</b>
1-4	<p><b>UNIT – I</b></p> <p>Negotiation Fundamentals Key concepts and core vocabulary of negotiation process, deal- making and dispute resolution, Assumptions and biases that are barriers to effective negotiation, Collaborative approaches, risk &amp; opportunities to achieve win-win outcomes</p> <p>Negotiation Canvas Introduction of a framework for negotiation preparation and how to use it, Elements of negotiation canvas i.e relationship, alternatives, legitimacy, options, interests among others, Difference between position and interests</p>	<ul style="list-style-type: none"> <li>• Introducing the course</li> <li>• Lecture</li> <li>• Discussions on negotiation skills</li> <li>• Discussion on benefits of negotiation</li> <li>• PPT</li> </ul>
5-8	<p><b>UNIT – II</b></p> <p>Managing critical moments</p> <p>Types of negotiation approaches used by negotiators Critical moments that can make or break the deal How to identify these critical moments, Strategies to manage critical moments in the negotiation</p> <p>Effective Communication and Relationship Building</p>	<ul style="list-style-type: none"> <li>• Lecture</li> <li>• Preparation and presentation of case studies by students</li> <li>• Assignment</li> <li>• Class test</li> </ul>

	<p>Role of communication and relationship in negotiation, Understanding the other party's psychology to understand their interests, build trust and improve the scope of the negotiation, Unconditionally constructive behaviours, Methods of building trust, and empathy, Overcoming communication barriers, difficult behaviours and information asymmetry</p>	
9-12	<p>UNIT – III</p> <p>Discovering, creating and claiming value  Methods of value discovery during negotiation, How is value divided and claimed between the negotiating parties?, What are the tradeoffs, mutual gains and contingencies?, Concept of distributive bargaining, equitable solutions, and ZOPA (zone of possible agreement), Biases and enemies of value creation</p> <p>Complex Negotiations</p> <p>Strategies for negotiations are not straightforward, involve several issues, include multiple stakeholders, and /or involve powerful parties, Hofstede's Culture dimensions, Dealing with people with difficult behaviours</p>	<ul style="list-style-type: none"> <li>• Lecture/discussion</li> <li>• Intra-class debate</li> <li>• Role play on negotiation strategies</li> <li>• PPT by students</li> </ul>
13-17	<p>UNIT – IV</p> <p>Managing Alternatives</p> <p>Concept of BATNA (Best Alternative to Negotiated Agreement), Methods to evaluate alternative options/offers, Management of one's</p>	<ul style="list-style-type: none"> <li>• Lecture and discussion</li> <li>• Practical application of negotiation in class groups</li> <li>• Internal exam</li> <li>• Assignment</li> <li>• Viva</li> </ul>

	<p>alternatives and other party's alternatives during negotiation.</p> <p>Legitimacy and Building Commitment</p> <p>When to say yes to agreed terms, and when to walk away, Criteria for decision-making on negotiated terms, Assessment of the legitimacy of negotiated terms, Leading all parties to commit to the negotiated agreement, Steps from plan to execution</p>	
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