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HRMT301

Course Summary

Course : HRMT301 **Title :** Negotiation II
Length of Course : 8 **Faculty :**
Prerequisites : HRMT300 **Credit Hours :** 3

Description

Course Description:

This course provides a specialized focus on negotiation. It expands on the techniques of perception, cognition, emotion, communication, power, relationships, teams, and cross-cultural concepts, principles, and theories in negotiation. Students will develop knowledge and skills and apply best practices in negotiation to build relationships, establish agreements, and solve problems in real-world scenarios. (Prerequisite; HRMT300)

Course Scope:

Objectives

Outline

Week 1: Cognitive Bias

Learning Outcomes

L01: Identify cognitive biases in negotiation .

L02: Name key concepts and principles associated cognitive biases.

Learning Material

Cognition - How Your Mind Can Amaze and Betray You: Crash Course Psychology #15

Cognitive Bias in Negotiations - The Halo Effect

Framing Bias

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Framing to Persuade [CBS Psychology Lectures]

The Framing Effect (Intro Psych Tutorial #94)

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Framing Bias Explained || Cognitive Biases

Cognitive Biases: What They Are, Why They're Important

Escalation of Commitment | Organizational Change | MeanThat

CRITICAL THINKING - Cognitive Biases: Anchoring [HD]

Availability Bias

Overconfidence

Cognitive Biases - The self-serving bias

Cognitive Biases Shape Our World

Experts Opinion on this view: Negotiation - Dealing with Emotions

Negotiation - Two Examples

Are we in control of our decisions? | Dan Ariely

Activities & Assessment

Introduction Discussion

Week 2: Psychological Perception

Learning Outcomes

LO1: Explain the use of cognitive biases in negotiation.

LO2: Describe how psychological perception techniques influence negotiation.

Learning Material

Selective Perception

What is Perception | Organisational Behavior | MeanThat

Sensation & Perception: Top-Down & Bottom-Up Processing

Perception is Projection

Jack Welch died at 84 in 2020

Simon Sinek: How great leaders inspire action

4.6 Central and Peripheral Route

Primacy-Recency

Careful of the Halo/Horn affect: The Halo Effect - Science of Attraction

Persuasive Techniques for High Stakes Persuasion

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Activities & Assessment

Week 2 Assignment

Week 3: Power & Negotiation

Learning Outcomes

LO1: List the sources of power .

LO2: Explain the difference between various sources of power demonstrated in negotiation.

Learning Material

Game Theory Part 1: Dominant Strategy

Your Most Powerful Negotiation Tool: The Illusion of Control | FBI Negotiator Chris Voss

Is Power in Negotiation Ever Completely One Sided?

A Definition of Power World's Most Powerful Women Define Power

(*FIVE TYPES*) of (*POWER IN LEADERSHIP*)

Informational Power

Legitimate Power

Hierarchy and Network: Two Structures, One Organization

Kenneth M. Golden - The New Network Organization: Its Enabling Technologies

Referent Power

Negotiation Matters - Negotiation Power

Negotiation Skills: 4 (Clandestine) Tips On The Power of "Nice" In Negotiation?

Vistage Jack Kaine How Can CEOs Control a Negotiation

Activities & Assessment

Week 3 Discussion

Week 3 Assignment

Week 4: Multiparty Negotiations

Learning Outcomes

LO1: Identify key components of multiparty negotiations.

LO2: Explore the differences between two-party negotiations and multiparty negotiations .

Learning Material

Erica Ariel Fox - Negotiating Effectively with Yourself to Negotiate Successfully With Others

Point of Change: #2 Putting together the Guiding Coalition 3/6 (Norwegian Change Management Video)

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Amanda Tattersall on the power of coalitions

Negotiation Role-Play: Three-Party Coalition Exercise - Game Theory & Negotiation Analytics

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How do you deal with anger in negotiations? Negotiation by Design

Activities & Assessment

Week 4 Assignment

Week 5: Overview of Communication

Learning Outcomes

LO1: Defend the need for effective communication in negotiation.

LO2: Describe to use sound communication skills during integrative negotiation.

Learning Material

The Secrets of Body Language Discovery Documentary

Non-Verbal Communication in Negotiation - Jeff Thompson

How to Negotiate so Everyone Wins, Especially You!

Negotiation Skills - Communication Training -Speak First

Nonverbal Communication, Body Language Expert Jan Hargrave

Jan Hargrave: "Understanding Body Language" on LIVING SMART WITH PATRICIA GRAS

The Secrets of Body Language Discovery Documentary

Negotiation Training: How To Become A Super Negotiator, Phase 2 – Opening

How To Negotiate with Irrational People- Use Active Listening

The Secrets of Body Language Discovery Documentary

23:51 Start There! Nixon and Kennedy! Stan Christensen: Communication and Negotiation

Raphael Lapin Negotiation Strategies teaches techniques for effective communication

How to reduce conflict and build better relationships

Activities & Assessment

Week 5 Discussion

Week 5 Assignment

Week 6: Cross-Cultural Negotiation

Learning Outcomes

LO1: Identify key strategy associated with cross-cultural negotiation.

LO2: Distinguish between different negotiation techniques employed by various cultures.

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Learning Material

Hofstede's Cultural Dimensions Video: Explained With Examples of Each Dimension

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Overview: Video: "Cross-Cultural Aspects of International Negotiation," Charles Price

Cross-cultural Business Negotiation

With cross-cultural Negotiation--think differences instead of right and wrong! Cultural Differences in Negotiations Podcast

The New Rules of International Negotiation

Comparing American and Chinese Negotiation Styles

International and Global Negotiation, Nonverbal Behaviors

Activities & Assessment

Week 6 Assignment

Week 7: Negotiations & Relationship

Learning Outcomes

LO1: Demonstrate use of various techniques to build effective negotiation relationships.

LO2: Explain key elements in managing negotiations within relationships.

Learning Material

Relationships in Negotiations

Win-Win Negotiation: Learn how to Negotiate Effectively Without Damaging Relationship

Reputation in Negotiation

Why We Need Trust in Negotiations | Northwestern University

Activities & Assessment

Week 7 Discussion

Week 8: Best Practices in Negotiation

Learning Outcomes

LO1: Examine the need for effective negotiation strategies.

LO2: Collect applicable best practices to add to negotiation toolbox.

Learning Material

Negotiation Skills: 3 Simple Tips

Conducting Effective Negotiations

Ethical Negotiation Skills -- Being prepared to walk away from the negotiations 6

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Cultural Differences in Negotiations Podcast

"Cross-Cultural Aspects of International Negotiation," Charles Price

Negotiation tutorial - Distributive bargaining tactics (Pie slicing strategies)

How To Negotiate with Irrational People- Use Active Listening

Negotiating with bullies: Ultimatums

Activities & Assessment

Week 8 Assignment

Evaluation

Grading:

Name	Grade %
Discussions	20.00 %
W1: Discussion	5.00 %
W3 Discussion	5.00 %
W7 Discussion	5.00 %
W5 Discussion	5.00 %
Assignments	40.00 %
Week 2 Assignment	10.00 %
Week 3 Assignment	10.00 %
Week 5 Assignment	10.00 %
Week 4 Assignment	10.00 %
Initial Project	20.00 %
Week 6 Initial Project	20.00 %
Final Project	20.00 %
Week 8 Final Project	20.00 %

Materials

Book Title: Various resources from Trefry Library and/or the Open Web are used. Links provided inside the classroom.

Author:

Publication Info:

ISBN: D2L Note

Course Guidelines

Citation and Reference Style

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Students will follow APA format as the sole citation and reference style used in written assignments

- submitted as part of coursework to the School of Business.
- Please note that no formal citation style is required on forum assignments in the School of Business—