Negotiations:
37:575:326:01 Fall 12
38:578:505:01 Fall 12
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School of Management and Labor Relations Rutgers University
Monday 12:35-3:30 PM, Thompson Hall 206

Required Textbooks:

Harvard Business Essentials Guide: Negotiation Harvard Business School Press (2003), Paperback 170 pages, ISBN 9781591391111

The Psychology of Persuasion Robert B. Cialdini. Harper Paperbacks; Revised edition (2007) ISBN 9780061241895

Getting to Yes: Negotiating Agreement Without Giving In, Roger Fisher, William L. Ury, Bruce Patton - Penguin Group USA, Inc **(**2011) Paperback 204 pages, ISBN 9780143118756

Negotiations Course Requirements	**Value**
In-Class Assignments (primarily negotiation simulations)	20%
Homework Assignments (primarily negotiation simulation de-briefs)	20%
Other Class Participation (other than simulations)	5%
In-Class Midterm (multiple choice and true/false)	20%
In-Class "Big Negotiation" Preparation	10%
In-Class "Big Negotiation" Outcome/Analysis	5%
In-Class Final Exam (multiple choice and true/false)	20%
	100%

The topic of this class is negotiations. Negotiators are made, not born. Negotiation is a social process that can be analyzed, understood, and modeled; it is a learnable and teachable skill set and these skills can be improved and relearned throughout life. Improvements in negotiating behavior require a combination of intellectual training and behavioral skill development. Thus, the most effective approaches to teaching negotiations integrate both intellectual analysis and skill development. Class meetings will generally be divided into two parts. The first part will focus on analysis, relying mostly on lecture, and the second part will require students to participate in negotiation simulations and case analyses (de-briefings).

Class Preparation and Participation in Negotiation Simulations. This course will require you to come to class prepared. There are two forms of preparation: readings and homework assignments.

Readings have been assigned to provide an understanding of activities just completed in class, or to "set the stage" for upcoming activities. A blend of readings have been selected that combine analysis with detailed examples and applications. You will be responsible for completing the reading assignments.

In-class negotiation simulations and exercises are an essential part of class. I expect that there will be five regular in-class negotiation simulations, four with homework assignments based on them, an additional two in-class exercises and one in-class "Big Negotiation Simulation" (which will itself will be graded). The only way you can get credit for an in-class simulation or exercise is to be in class on the day that negotiation simulation is run and the only way you can complete a related homework assignment is to have engaged in the simulation.

Homework assignments are de-briefs of in-class negotiation simulations, questionnaires or other work that must be completed for class in between class meetings. It is essential that you be prepared by completing the required homework assignment. Most homework assignments will be given on Monday after class and will be due to me (by submission through Sakai) on Thursday of the same week by midnight.

You are expected to be prepared for class, to attend class, and to participate in the required simulations and exercises in class. Attendance at class is expected unless you notify me prior to the start of class. Missing a class is not acceptable, except for reasons of medical or family emergency.

Class 1: Introduction to Negotiations
September 10

- Negotiations: What Will You Learn In This Class? What Are the Course Requirements?
- Exercise: The Exit Interview (or other similar negotiation simulation)

No Class September 17

Class 2: Distributive and Integrative Negotiations
September 24

- ***Harvard Business Essentials Guide to Negotiation***, Introduction, Chapters 1, 2 and 3
- Debrief: The Exit Interview
- Exercise: Shoe Repair (or other similar negotiation simulation)

Class 3: Preparation and Table Tactics
October 1

- ***Harvard Business Essentials Guide to Negotiation***, Chapters 4 and 5

- ***The Psychology of Persuasion***, Robert B. Cialdini, Chapter 2

Class 4: Barriers and Problems in Reaching an Agreement
October 8

- ***Harvard Business Essentials Guide to Negotiation***, Chapters 6 and 7

- Debrief: Shoe Repair

- Exercise: Tomatoes (or other similar negotiation simulation)

Class 5: In-class Mid-term exam
October 15

Class 6: Know Yourself: Bargaining Style, Goals and Expectations; Commitment and Consistency
October 22

- ***Harvard Business Essentials Guide to Negotiation***, Chapter 8 and 9

- ***Bargaining for Advantage*,** G. Richard Shell, Bargaining Styles Assessment Tool (handout)

- Debrief: Bargaining Style Assessment Tool

- Debrief: Tomatoes

Class 7: The Six Foundations of Effective Negotiation and Psychological Constructs Relevant to Negotiations
October 29

- ***The Psychology of Persuasion***, Robert B. Cialdini, Chapter 3 (Commitment and Consistency), Chapter 5 (Liking)

- ***Bargaining for Advantage*,** G. Richard Shell, Information Based Bargaining Plan (handout)

Class 8: Focus on Integrative Bargaining, Specifically, Interest-Based Bargaining (People and Interests)
November 5

- ***Getting to Yes, Negotiating Agreement Without Giving In*,** Fisher, Ury & Patton, Chapters 1 and 2 ("The Problem" and "The Method") pages 1 – 95.

- De-Brief: Bob Esposito

- Exercise: BeautiLawn (or other similar negotiation simulation)

Class 9: Interest-Based Bargaining Method (Options and Criteria)
November 12

- ***Getting to Yes, Negotiating Agreement Without Giving In*,** Fisher, Ury & Patton, Chapters 1 and 2 ("The Problem" and "The Method") pages 1 – 95. (*No new reading.)*

- De-Brief: BeautiLawn

- Exercise: Hospital Merger (Interests and Options) (or other similar exercise)

Class 10: Interest-Based Bargaining (Overcoming Obstacles to Interest-Based Bargaining)
November 19

- ***Getting to Yes, Negotiating Agreement Without Giving In*,** Fisher, Ury & Patton, Chapter 3 ("Yes, But, What If…") pages 99 - 145.

- Exercise: Hospital Merger (Criteria) (or other similar exercise)

Class 11: Graded Big Negotiation Exercise
November 26

Class 12: De-Brief of Graded Big Negotiation Exercise; Course Sum-Up
December 3

Class 13: In-Class Final Exam
December 10