Negotiations

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38:578:505:01
Fall, 2014
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Rutgers University
School of Management and Labor Relations

PLEASE BRING A LAPTOP OR A TABLET TO CLASS

Required Textbooks:


Recommended:

Negotiations is a social process that can be analyzed, understood, and modeled; it is a learnable and teachable skill set. Negotiators are made, not born, and 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. Each class meeting will 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.

Class Preparation and Participation:  This course will require students to come prepared to class. There are two forms of preparation: readings and assignments. Students are expected to attend every class, and to be prepared and ready to participate. Each student is allowed one absence. The grading relies heavily on the assignments. Students should complete all readings and assignments on time. Late assignments will receive grade reductions. Students can miss one assignment.

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. Students will be responsible for completing the reading assignments.
Assignments are cases, exercises, role-plays, and questionnaires that must be completed for class, or in between class periods. It is essential that students be prepared by reading the assigned case or briefing information and completing the required assignment or write-up.

Grading:

<table>
<thead>
<tr>
<th>Component</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Assignments, Preparations and Role Play Write-ups</td>
<td>50%</td>
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<tr>
<td>Attendance</td>
<td>10%</td>
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<tr>
<td>Midterm Exam</td>
<td>20%</td>
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<tr>
<td>Final Exam</td>
<td>20%</td>
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Students are expected to be prepared for class, to attend every class, and to complete the required role-plays and write-ups in class. Every Exercise will have a written Preparation Form and a Debrief to submit. Class attendance is expected unless the instructor is notified. Missing a role-play or simulation is not acceptable, except for reasons of a medical or family emergency.

Class 1: Introduction to Negotiations
September 3
- Review of Syllabus
- Assignment 1: Bargaining for Advantage, G. Richard Shell, Bargaining Styles Assessment Tool
- Bargaining Style Assessment Tool (Due before midnight Sunday 9/7)
- Exercise: The Employee Exit Interview and debrief

Class 2: Distributive and Integrative Negotiations
September 10
- Harvard Business Essentials Guide to Negotiation, Introduction, Chapters 1, 2 and 3
- Debrief: The Employee Exit Interview
- Exercise: Used Car

Class 3: Weapons of Influence
September 17
- The Psychology of Persuasion, Robert B. Cialdini, Chapters 1 & 2
- Debrief: Used Car
- Exercise: Shoe Repair

Class 4: Table Tactics
September 24
- Harvard Business Essentials Guide to Negotiation, Chapters 4 and 5
- Debrief: Shoe Repair
• Exercise Pemberton's Dilemma

Class 5: Barriers, Problems, and Mental Errors in Reaching an Agreement
October 1
• Harvard Business Essentials Guide to Negotiation, Chapter 6 and 7
• Debrief: Pemberton's Dilemma
• Exercise: Hoop Dreams

Class 6: Empathy
October 8
• Cinema: "In My Lifetime" and “Fog of War”
• Debrief Hoop Dreams

Class 7: Building Relationships and Representing Others
October 15
• Harvard Business Essentials Guide to Negotiation, Chapter 8 and 9

Class 8: Foundations of Effective Negotiation
October 22
• Harvard Business Essentials Guide to Negotiation, Chapter 10
• The Psychology of Persuasion, Robert B. Cialdini, Chapter 3 (Commitment and Consistency), Chapter 5 (Liking)

Class 9: The Big Picture (Three Approaches to Resolving Disputes)
October 29
• Three Approaches to Resolving Disputes: Interests, Rights and Power,
• Exercise: Bob Esposito

Class 10: Multiparty Negotiations
November 5
• Connecticut Valley School Negotiation

Class 11: Prep for Graded Bargaining Exercise
November 12
• Prep for Graded Bargaining Exercise, Preparation and Negotiations
• Bargaining Exercise -- Preparation
• Bargaining Exercise -- Negotiation

Class 12: Graded Bargaining Exercise
November 19
• Graded Bargaining Exercise, Preparation and Negotiations
• Bargaining Exercise -- Preparation
• Bargaining Exercise -- Negotiation
Class 13: Overview of Negotiations as a Complex Social Adaptive Process
December 3
  • Debrief of Prep for Graded Bargaining Exercise, Preparation and Negotiations

Class 14: Course Summary and Review for Final Exam
December 10

Class 15: Final Exam
December 17

Revised 8/11/14