

MGMT 6035 Complex and Cross-Cultural Negotiations | Executive Summary

Course:	MGMT 6035 Complex and Cross-Cultural Negotiations
Credits:	2 credits
Prerequisites:	MBA Student

Description

Effective negotiation is quintessential to business success. We tend to think of negotiations in domestic and dyadic settings where the two actors are firms motivated by commercial aims. But really “big deals” are often more complex. They cross cultural and political borders. They involve many actors, some of whom are not motivated by commercial aims. This course helps you analyze and exploit these dimensions in high-stakes settings. Learn how “interest-based” versus “positional” bargaining strategies fare in dyadic versus multi-player settings. Play the role of a foreign firm negotiating the terms of a multi-year, multi-million dollar investment with a host-country government vulnerable to ouster at the next election. Learn how to translate the commercial aims of business into dimensions attractive to investors, employees, regulators and other stakeholders vital to the long-term success of an investment project. Come away with fundamental principles and tactics for getting complex deals negotiated successfully and serving your firm as a valued corporate diplomat in the global economy.

Objectives and Learning Outcomes

- Learn to structure solvable problems in extremely complex, ambiguous situations.
- Learn how to create agreements based on differences, and how the search for common ground can lead to suboptimal deals.
- Deal with power differences, rigid opponents, win/win and win/lose situations.
- Practice the art of mapping and simplifying complex negotiations through linking issues, creating coalitions, establishing issue hierarchies.
- Learn to create credible negotiating positions in low-trust situations.
- Learn how accurate self-assessment and comfort within your home culture helps you understand and negotiate well with people from other cultures.
- Cover special topics such as crisis management, damage control, the role of public perceptions and managing media, conflict resolution.

Course Requirements

- 200 pages of preparatory reading for each course meeting
- Two 2-3 page answers to class discussion questions; three 5-6 page reflection papers on previous class case simulation role-playing and discussion
- Class attendance and participation