

**THE CYPRUS INTERNATIONAL INSTITUTE OF MANAGEMENT**

COURSE UNIT DESCRIPTION

Course Unit Title	<b>NEGOTIATING SKILLS</b>	
Course Unit Code	HR430	
Type of Unit	Elective	
Level of Course Unit	Second cycle	
Year of Study	First / second year	
Number of ECTS Credits	3 ECTS	
Course Unit Objectives	The objective of this course is to enhance the participants' competencies to identify negotiation opportunities, select and apply the appropriate tactics for getting the most out of any negotiation, and build sustainable deals.	
Learning Outcomes	On completion of this course the students are expected to be able to:	
	CILO 1	Distinguish basic negotiation strategies, especially distributive vs integrative processes.
	CILO 2	Conceptualize the ins-and-outs of negotiation and apply these concepts into planning and preparing all kinds of professional negotiations.
	CILO 3	Understand the human interaction processes (psychology, communication) taking place at and around the negotiation table;
	CILO 4	Be better analysts of negotiation, theirs and others', and capitalize on their own experience.
Name of Lecturer(s)	Dr. Adrian Borbély	
Mode of delivery	Face to Face	
Prerequisites or corequisites	None	
Course Content	1. Distributive Negotiation	CILO 1, 2
	2. Integrative Negotiation	CILO 1, 2
	3. From Contracts to Conflict	CILO 2, 3
	4. From Negotiation to Mediation	CILO 3, 4
Recommended or required reading	<p><u>Recommended Reading:</u></p> <p>Fisher, R. &amp; Ury W. (2003). <i>Getting to Yes: Negotiating Agreement without Giving In: The Secret to Successful Negotiation</i>. Random House Business Books.</p> <p><u>Complementary Reading:</u></p> <p>Lax, D. A. (2006). <i>3-D Negotiation</i>. Harvard Business School Press.</p> <p>Lax, D. A. &amp; Sebenius (1986). J. <i>The Manager as Negotiator</i>. The Free Press.</p>	

	<p>Lempereur, A. &amp; Colson, A. (2010). <i>The First Move: A Negotiator Companion</i>. John Wiley &amp; Sons.</p> <p>Lewicki, R.J., Barry, B., &amp; Saunders D. (2010). <i>Negotiation</i>. McGraw-Hill Higher Education.</p> <p>Mnookin, R. &amp; Sussking L. (1999). <i>Negotiating on behalf of others: Advice to lawyers, business executives, sports agents, diplomats, politicians and everybody else</i>. Sage Publications</p> <p>Mnookin, R., Peppet, S. &amp; Tulumello, A. (2000). <i>Beyond Winning. Negotiating to create value in deals and disputes</i>. Harvard University Press.</p> <p>Raiffa, H. (1982). <i>The Art and Science of Negotiation</i>. Harvard University Press.</p> <p>Thompson, L. (2004). <i>The Mind and Heart of the Negotiator</i>. Prentice Hall.</p> <p>Ury, W. (1993). <i>Getting Past No</i>. Bantam Books.</p> <p>Ury, W., Brett, J. &amp; Goldberg, S. (1988). <i>Getting Disputes Resolved: Designing Systems to Cut the Cost of Conflict</i>. Program on Negotiation Books.</p>
Planned learning activities and teaching methods	Lectures; in-class discussions and debates; in-class exercises; team work; role playing exercises.
Assessment methods and criteria	<p>30%: Attitude in class, including presence, punctuality and active class participation.</p> <p>10%: Short assignment given on Saturday, to be handed in on Sunday morning.</p> <p>60%: Final Exam</p>
Language of Instruction	English
Work Placement(s)	Not applicable