Course: CRES4221 -- Negotiation Theory & Practice
Quarter: Fall, 2015
Instructor: Robert D. Melvin, Ph.D.
Telephone: 303.757.2731; rmelvin@du.edu

Texts:

Course Description:
This course lays the theoretical and practical groundwork for interest-based dispute resolution and positional bargaining. Topics include the definition of the negotiation process, different types of negotiation, and negotiation strategies. Students will have an opportunity to practice and compare different negotiation techniques. Teaching methods will be experiential in nature and will include mini-lectures, discussions and role-plays. The initial class approach to negotiation assumes that both parties follow ethical principles. Later in the class, tools and techniques are provided for dealing with less ethical and unethical negotiators.

Course Objectives:
After completing this class, students should successfully be able to:
1. Plan for and engage in interest-based negotiation maximizing joint gains through role play, individual negotiations, and team negotiation.
2. Understand and diffuse conflict in negotiations to proceed in an interest-based way.
3. Display the ability to create a broader range of possibilities in a creative fashion (expand the pie) when negotiations get stuck.
4. Respectfully and ethically engage in positional bargaining as appropriate.
5. Deal with and diffuse the effect of unproductive tactics used by negotiation counterparts.
6. Synthesize principles presented in lectures, insights from text and readings, and their own insights in practice negotiations and in a research paper.
7. Identify unethical negotiation tactics and demonstrate how to respond effectively.
COURSE REQUIREMENTS

To successfully complete this course, you will read assigned materials, attend and participate in each class, and complete all written and oral assignments as assigned.

Assignments:
Think Piece Paper
This paper will be no less than eight pages and no more than twelve pages in length. The purpose of this paper is to demonstrate familiarity with the concepts of principled negotiation and conflict management in negotiations. Using real negotiation/conflict scenarios from work, home, or personal relationships, students will address misperceptions that create problems and speculate how they might be overcome with principles of negotiation. Reference materials (at least five academic sources), will be cited in the paper.

Graded Principled Negotiations
Students will be evaluated on two negotiations of realistic situations with partners from class. The cases will be provided one week in advance so that there can be adequate preparation. The grades will reflect the student’s ability to apply the principles presented in class discussions and the class readings. These grades will be composites of instructor and peer judgments concerning the effectiveness of the student’s negotiation skill.

Students will use a performance evaluation criteria forms to evaluate negotiations. The criteria range from identifying and breaking down issues into manageable parts to settling on a win/win agreement that synthesized the needs and goals of both parties. Both the instructor and peer evaluators will use these forms as a base for their comments.

Final Examination
Take-home exam, distributed in week 6. Details of the examination will be discussed in class.

Participation and Attendance:

Class participation in discussions, role plays, and exercises is essential. Each student is expected to be present in classes, actively participate in class discussions and negotiation situations, and to participate in peer evaluations. Since in-class negotiations involve at least two students, missing class on an assigned negotiation night creates a big problem for the student who is present missing their negotiating partner. Because of this problem, missing a scheduled negotiation yields an "F" for that assignment except for illness. Normally, schedule changes can be worked out in advance.
**Grading Components:**

<table>
<thead>
<tr>
<th>Component</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Graded Negotiations (2)</td>
<td>40%</td>
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<tr>
<td>Think Piece Paper (1)</td>
<td>20%</td>
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<tr>
<td>Final Exam</td>
<td>20%</td>
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<tr>
<td>Participation</td>
<td>20%</td>
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**COURSE SCHEDULE**

<table>
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<tr>
<th>Week One</th>
<th>9/17</th>
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<tr>
<td>Topic:</td>
<td>Review of basic principles taught in <em>Getting to Yes</em>. Overview of conflict and persuasion. Differences between negotiating and bargaining. Determining your BATNA. Positions and interests.</td>
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<td>Readings:</td>
<td><em>Getting to Yes</em></td>
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<th>Week Two</th>
<th>9/24</th>
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| Readings:    | *Bargaining for Advantage, Part I*  

***Practice negotiation case and practice grading/evaluating***

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<tr>
<th>Week Three</th>
<th>10/1</th>
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| Readings:    | *Bargaining for Advantage, Part II*  

***1/2 of group does first graded negotiation***

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<th>Week Four</th>
<th>10/8</th>
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| Readings:    | *Getting Past No; Secrets of Power Negotiating, Chapters 1-18*  

***1/2 of group does first graded negotiation***

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<th>Week Five</th>
<th>10/15</th>
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<td>Topic:</td>
<td>Power and managing power in negotiations.</td>
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| Readings:    | *Secrets of Power Negotiating, Chapters 48-67*  

***1/2 of group does first graded negotiation***
Week Six  10/22
Readings:  None

Week Seven  10/29
Readings:  Secrets of Power Negotiating, Chapters 19-25

Week Eight  11/5
Topic:  Dealing with impasse.
Readings:  None

*** 1/2 of group does second graded negotiation***

Week Nine  11/12
Readings:  Secrets of Power Negotiating, Chapters 34-50

***1/2 of group does second graded negotiation***

***Research paper due***

Week Ten  11/19
Topic:  Unique negotiation problems.

***Final exam due***

END