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Course Name

Adaptive Negotiation Skills for HR Professionals

Sector Name

HR Strategy and Training

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Adaptive Negotiation Skills for HR Professionals

Course Introduction

One of the must-have skills for HR professionals is the ability to negotiate. When negotiation rolls around, or when an appointment of employment has been rolled out, the HR will have to involve himself or herself and make the situation work out easily. An HR is the person who has to negotiate with both the management and the employees. So, he or she must have excellent negotiation skills.

Negotiation is a communication skill between two or more parties, which is used to reach a particular understanding, resolve the point of difference, and gain mutual benefits for individuals or groups. This course is designed to explain the negotiation process in detail and demonstrate how to use it effectively, giving delegates the negotiation skills and strategies they need to succeed in today's challenging commercial environment.

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Adaptive Negotiation Skills for HR Professionals

Target Audience

- ✓ Is involved in HR Strategic and Management HR roles
- ✓ Has 4 to 7 years of experience in HR
- ✓ Extensive knowledge of different HR functions
- ✓ Can judge complicated situations using HR knowledge acquired over many years.
- ✓ Understands the business beyond Human Resources and has influence within the overall organization.

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Learning Objectives

- ✓ To have a structure for analyzing the context of the negotiation and preparing an optimal negotiating position.
- ✓ To be able to plan a variety of tactics to manage movement towards a desired outcome.
- ✓ Understand how to open and conclude a negotiation.
- ✓ Improved face-to-face communication and rapport-building skills.
- ✓ Greater awareness of tricks and tactics that may be being deployed against you.
- ✓ Develop strategies and tactics to manage the movement of the negotiation to a desired result.
- ✓ To create an Action Plan for the continued development of the skills.

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Adaptive Negotiation Skills for HR Professionals

Course Outline

✓ 01 Day One

Introduction

- ✓ Phases of Negotiation
- ✓ Pre-Negotiation
- ✓ Conceptualization
- ✓ Settling The Details
- ✓ Follow-Up
- ✓ Types of negotiating behavior
- ✓ Distributive Negotiations
- ✓ Integrative Negotiations
- ✓ Common Approaches to Negotiation

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Course Outline

✓ 02 Day Two

Dual Concern Model

- ✓ Common Barriers to Objectivity
- ✓ What is really possible?
- ✓ Pareto Superior Solutions Pareto efficiency

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Course Outline

✓ 03 Day Three

How to create Pareto Superior Solutions

- ✓ Develop a Superordinate Goal
- ✓ Planning
- ✓ Importance of being clear about your expectations

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Course Outline

✓ 04 Day Four

Integrative Negotiation

- ✓ Mutually beneficial trade-offs
- ✓ How to negotiate
- ✓ What to do when you get stuck?

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Course Outline

✓ 05 Day Five

How to be adaptable to meet your goals

- ✓ Closing the deal
- ✓ Group exercises

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Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
Aug. 8, 2027	Aug. 12, 2027	5 days	4250.00 $	KSA , Riyadh
March 15, 2027	March 19, 2027	5 days	4250.00 $	UAE , Dubai
May 10, 2027	May 14, 2027	5 days	4950.00 $	England , London
Oct. 26, 2026	Oct. 30, 2026	5 days	5950.00 $	Switzerland , Zurich

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