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Course Name

Negotiations for High Potentials

Sector Name

Management And Leadership

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Negotiations for High Potentials

Course Introduction

The art of negotiation is more than a skill; it's a strategic imperative. For high potential employees, the ability to negotiate effectively is not just a valuable asset; it's a defining trait that can set you apart as a visionary leader and influencer. Negotiation proficiency lies at the heart of decision-making, conflict resolution, and collaboration – all vital components of leadership. As you ascend the corporate ladder, your capacity to navigate intricate negotiations and secure favorable outcomes becomes increasingly vital, impacting not only your own success but also the growth and resilience of your organization.

This **"Negotiations for High Potentials"** training course is designed to equip high-potential employees with the knowledge, techniques, and strategic insights required to excel in negotiations. This course will delve into the fundamentals of negotiation, exploring diverse styles and advanced strategies that facilitate win-win outcomes. Whether they're negotiating deals, resolving conflicts, or seeking collaborative solutions, this course is tailored to elevate their negotiation prowess to the next level. By the course's conclusion, they'll emerge not only as an adept negotiator but also as high-potential leaders with the skills to drive transformation and success in their professional journey.

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Target Audience

✓ High Potential Employees Identified for Leadership Roles
✓ Managers and Supervisors Seeking Advanced Negotiation Skills
✓ Sales Professionals and Account Managers
✓ Project Managers and Team Leaders
✓ Professionals in Strategic Planning and Business Development

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Learning Objectives

- ✓ Master Negotiation Fundamentals: Understand the core concepts, principles, and styles of negotiation, enabling high potentials to approach a variety of situations with confidence.
- ✓ Develop Advanced Strategies: Acquire techniques such as value creation, cross-cultural negotiation, and ethical considerations, enhancing participants' ability to navigate complex scenarios effectively.
- ✓ Enhance Communication Skills: Hone active listening, questioning, and communication techniques, facilitating better understanding and rapport during negotiations.
- ✓ Manage Emotions and Difficult Situations: Gain the tools to remain composed, manage emotions, and find constructive solutions in challenging negotiation contexts.
- ✓ Apply Skills Strategically: Apply negotiation skills in diverse contexts, from everyday interactions to intricate business deals, contributing to personal and organizational success.

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Negotiations for High Potentials

Course Outline

✓ DAY 1

Foundations of Effective Negotiation

- ✓ Introduction to Negotiation
- ✓ Importance of negotiation skills for high-potential employees in decision-making, collaboration, and conflict resolution
- ✓ Overview of negotiation concepts: win-win outcomes, bargaining power, BATNA (Best Alternative to a Negotiated Agreement)

Understanding Different Negotiation Styles

- ✓ Exploring competitive, collaborative, compromising, accommodating, and avoiding negotiation styles
- ✓ Recognizing when to use each style based on the situation and goals
- ✓ Self-assessment: Participants identify their preferred negotiation style

Effective Communication in Negotiation

- ✓ Verbal and nonverbal communication techniques for building rapport and trust
- ✓ Active listening and questioning strategies to gather information and uncover interests

Preparing for Negotiations

- ✓ Conducting thorough research on the counterpart, market conditions, and possible outcomes
- ✓ Identifying and prioritizing goals and interests
- ✓ Developing a negotiation strategy and setting clear objectives

BATNA and Reservation Point

- ✓ Understanding the importance of BATNA as a fallback option
- ✓ Defining the reservation point and its role in setting negotiation boundaries
- ✓ Workshop: Participants analyze and determine their BATNA and reservation point

Managing Emotions in Negotiation

- ✓ Recognizing and managing emotions that can impact negotiation outcomes
- ✓ Techniques for staying composed and assertive in challenging situations

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Negotiations for High Potentials

Course Outline

✓ DAY 2

Advanced Negotiation Strategies

- ✓ Negotiation Tactics and Techniques
- ✓ Exploring common negotiation tactics: anchoring, mirroring, framing, scarcity
- ✓ Understanding their psychological effects and when to apply them
- ✓ Role-playing exercises: Participants practice different negotiation tactics

Creating Value in Negotiation

- ✓ The concept of expanding the pie and creating value for both parties
- ✓ Strategies for identifying mutually beneficial opportunities and trade-offs
- ✓ Workshop: Participants brainstorm ways to create value in a negotiation scenario

Handling Difficult Negotiation Situations

- ✓ Navigating conflicts, deadlocks, and impasses
- ✓ Strategies for staying constructive and finding creative solutions
- ✓ Case studies: Resolving complex negotiation challenges

Cross-Cultural Negotiation

- ✓ Understanding cultural differences in negotiation styles and norms
- ✓ Adapting communication and approach for successful cross-cultural negotiations
- ✓ Interactive activity: Participants engage in cross-cultural negotiation simulations

Ethics and Integrity in Negotiation

- ✓ The importance of maintaining ethical conduct in negotiations
- ✓ Recognizing unethical practices and their consequences
- ✓ Group discussion: Participants share perspectives on ethical dilemmas in negotiations

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Course Outline

✓ DAY 3

Applied Negotiation Scenarios

- ✓ Realistic Negotiation Simulation
- ✓ Participants engage in a complex negotiation simulation mirroring real-world scenarios
- ✓ Teams represent different stakeholders with conflicting interests
- ✓ Each team develops a negotiation strategy and participates in the simulation

Debrief and Analysis

- ✓ Debriefing of the negotiation simulation: challenges faced, strategies employed, outcomes achieved
- ✓ Instructor-led analysis of negotiation dynamics and lessons learned
- ✓ Peer feedback and group discussion

Negotiation Skills Transfer

- ✓ Strategies for applying negotiation skills in everyday work scenarios
- ✓ Tailoring negotiation techniques to specific industries and roles
- ✓ Participants share insights on how they plan to apply negotiation skills in their roles

Creating a Personalized Negotiation Development Plan

- ✓ Reflection on the course's impact and growth in negotiation skills
- ✓ Participants develop individualized action plans for ongoing skill enhancement
- ✓ Guidance on resources for continued learning and improvement

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Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
May 10, 2027	May 12, 2027	3 days	3950.00 $	England , London
Dec. 21, 2026	Dec. 23, 2026	3 days	3250.00 $	UAE , Dubai
April 4, 2027	April 6, 2027	3 days	3250.00 $	KSA , Riyadh
July 19, 2027	July 21, 2027	3 days	3250.00 $	UAE , Dubai
July 19, 2027	July 21, 2027	3 days	3950.00 $	Malaysia , Kuala Lumpur

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