Negotiation for Executives

Program Details
Negotiation is a daily practice within business organizations. We negotiate all the time—with clients and partners, vendors and suppliers, supervisors and colleagues, employees and recruits. Successful negotiation requires self-awareness, preparation, and practice. This program addresses all three requirements by providing extensive personalized feedback, tips for efficient pre-negotiation planning, and plenty of opportunities to practice and hone your negotiation skills. Drawing on fundamental negotiation principles based on scientific research as well as specific real-world examples, this program aims to enhance personal gains in negotiation, while simultaneously sustaining important relationships.

The MIT Edge
True to the deeply analytical and quantitative MIT style, the material in this program is based on extensive scientific research by Professor Curhan and his colleagues. Curhan is renowned not only for his engaging and interactive teaching style, but also for his pioneering research on the social and psychological components of negotiation. His research includes topics such as: conceptions of fairness, concern for personal integrity, lasting reputations, company loyalty, preference change during the course of a negotiation, norms for appropriate negotiating behavior, and relational dynamics among negotiators who interact multiple times.

Takeaways
In this program, participants will learn how to:

- Leverage their own specific personality traits and abilities to boost negotiation outcomes
- Enhance bargaining power to claim a larger share of the pie
- Recognize and resolve different types of issues to create and claim value
- Develop strategies for efficient pre-negotiation preparation
- Build and maintain working relationships without forfeiting economic outcomes
- Deal with difficult tactics

Participants
Powerful negotiators are valued at all levels of an organization. If your responsibilities include interacting in some shape or form with others, then this program is for you. Typical participants’ areas of expertise tend to include:

- Sales and marketing
- Planning and development
- Operations management
- Strategic partnerships
- Supply-chain agreements
- Recruitment and human resources

Course material is presented in a series of lectures, discussions, and engaging exercises that provide extensive personalized feedback and are designed to teach participants how to leverage their individual traits to achieve success and build lasting relationships at the bargaining table. Prior to the first day of sessions, participants are strongly encouraged to complete a detailed written questionnaire that will better customize the experience for each individual negotiator.

http://executive.mit.edu/nfe
# Negotiation for Executives

## Sample Program Schedule

*(subject to change)*

<table>
<thead>
<tr>
<th>Day 1</th>
<th>Day 2</th>
</tr>
</thead>
<tbody>
<tr>
<td>7:45 AM–8:30 AM: Registration and Continental Breakfast</td>
<td>8:00 AM–8:30 AM: Continental Breakfast</td>
</tr>
<tr>
<td>8:30 AM–9:00 AM: Introductions and Overview</td>
<td>8:30 AM–8:45 AM: Introduction to Day Two</td>
</tr>
<tr>
<td>9:00 AM–10:20 AM: Core Negotiation Strategy</td>
<td>8:45 AM–9:30 AM: Subjective Value and Personal Signatures</td>
</tr>
<tr>
<td>11:35 AM–12:45 PM: Influence and Value Claiming</td>
<td>10:30 AM–12:30 PM: Putting It All Together</td>
</tr>
<tr>
<td>12:45 PM–1:40 PM: Networking Lunch</td>
<td>12:30 PM–1:20 PM: Networking Lunch</td>
</tr>
<tr>
<td>1:40 PM–2:30 PM: Bargaining Practice</td>
<td>1:20 PM–1:50 PM: Managing the Tension Between Creating and Claiming</td>
</tr>
<tr>
<td>2:30 PM–3:45 PM: Integrative Negotiation</td>
<td>1:50 PM–2:50 PM: Dealing With Difficult Tactics</td>
</tr>
<tr>
<td>3:55 PM–5:15 PM: Value Creation</td>
<td>3:00 PM–3:30 PM: Psychological Barriers</td>
</tr>
<tr>
<td>5:15 PM–5:30 PM: Wrap Up and Assignments</td>
<td>3:30 PM–4:00 PM: Final Wrap Up</td>
</tr>
<tr>
<td>5:30 PM–6:30 PM: Networking Reception</td>
<td></td>
</tr>
</tbody>
</table>

## Program Faculty

**Professor Jared R. Curhan** specializes in the psychology of negotiation and conflict resolution. A recipient of support from the National Science Foundation, Curhan has pioneered a social psychological approach to the study of “subjective value” in negotiation. His current research uses the Subjective Value Inventory (SRI: Curhan et al., 2006) to examine precursors, processes and long-term consequences of subjective value in negotiation. Curhan currently serves on the Executive Committee of the Program on Negotiation at Harvard Law School, a world-renowned inter-university consortium dedicated to developing the theory and practice of negotiation and dispute resolution. He received Stanford University’s Lieberman Fellowship for excellence in teaching and university service, the MIT Institute-wide teaching award, and the MIT Sloan Jamieson Prize for excellence in teaching.

> "People who establish great relationships have more people who want to negotiate with them. And the more people want to negotiate with you, the more powerful you become as a negotiator." —Jared R. Curhan, Faculty Director

> "This course was excellent. The interactive negotiation exercises, in tandem with the real-time feedback, provided great insight into negotiation strategies and styles. I left the course with a better understanding of my negotiating style and the effectiveness of strategies I have employed in the past. I definitely have a different perspective of preparation and negotiations than I did prior to the course."

—James M. Past Participant

Read this review and others online.

## Contact Information

MIT Sloan Executive Education  
P: +1-617-253-7166 • E: sloanexeced@mit.edu

[http://executive.mit.edu/nfe](http://executive.mit.edu/nfe)