KOENIG SOLUTIONS · COURSE OUTLINE

Negotiation: Principled Bargaining & Change Management

Learn to apply principled negotiation and change management techniques to resolve conflict and lead organisational change.

2 Days	4	18	2
DURATION	MODULES	TOPICS	HANDS-ON ACTIVITIES

COURSE OVERVIEW

This course examines negotiation as a problem-solving tool, covering principled negotiation, negotiation styles, positions versus interests, and preparation of strategies and tactics, including active listening and distributive versus integrative bargaining. It then explores the psychology of negotiation, win-win approaches, negotiating multiple issues simultaneously, and negotiating globally. It closes by applying these skills to change management, addressing change readiness, resistance, stakeholder engagement, and sustaining change through a role-playing negotiation simulation.

WHO THIS COURSE IS FOR

- **Negotiators**
- **Change Managers**
- **Project Managers**
- **Team Leaders**
- **Stakeholder Engagement Officers**
- **HR Professionals**

LEARNING OBJECTIVES

- Explain negotiation as a problem-solving tool
- Apply principled negotiation styles and tactics
- Distinguish positions from underlying interests
- Plan negotiation strategies, goals and objectives
- Compare distributive and integrative bargaining approaches
- Apply active listening to overcome negotiation pitfalls
- Analyse the psychology behind win-win negotiation outcomes
- Assess stakeholder engagement and change readiness strategies

COURSE SYLLABUS

4 Modules, 18 Topics

DAY 1 Foundations of Negotiation and Conflict Resolution

01

Morning Session: Introduction and Core Concepts

TOPICS

- Introduction to Negotiation as a Problem-Solving Tool
- Principled Negotiation
- Negotiation Styles and Tactics
- **Preparing for Negotiation:** Setting Goals and Objectives
- Position vs. Interests

02

Afternoon Session: Advanced Negotiation Preparation

TOPICS

Preparing Negotiation Strategies and Tactics · Effective Preparation and Planning · Active Listening in Negotiation · Overcoming Common Negotiation Pitfalls · Distributive vs. Integrative Bargaining

ASSIGNMENT

- Case study analysis on negotiation strategies and preparation

DAY 2 Applying Negotiation and Conflict Resolution to Change Initiatives

03

Morning Session: Negotiation Techniques and Change Management

TOPICS

Psychology of Negotiation · **Negotiation Strategy:** Win-Win Approaches · Negotiating Multiple Issues Simultaneously · Negotiating Globally

04

Afternoon Session: Change Management Perspective

TOPICS

Change and Organisation: Defining Change · Change Readiness and Resistance Management · Stakeholder Engagement · Sustaining Change

SIMULATION EXERCISE

- Conduct a role-playing negotiation exercise incorporating change management elements

WHAT IS INCLUDED

Everything You Need to Succeed

- Koenig course material for every module
- Delivery by certified instructors and subject matter experts
- Hands-on exercises throughout the course
- Course completion certificate from Koenig

ABOUT KOENIG

Who We Are

Established in 1993, Koenig Solutions is a globally recognised training provider with 35+ technology partnerships, 5,000+ training programmes and a network of certified instructors and subject matter experts, supporting individuals and enterprise teams worldwide.

FLEXIBLE DELIVERY

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Classroom Training | Live Online Classes (ILO) | Fly-Me-A-Trainer (FMAT) | Flexi (Self-Paced) | 1-on-1 Training

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