

## Negotiating Beyond the Obvious: Capturing the Systemic Nature of Complex Negotiations

### GNAM2021: Online Course\*

#### General Description

In world that dramatically changes its business patterns, in a world that VUCA became a known term also to junior managers, in a world that “Power” and “Winning” have mainly a contextual meaning, applying classic “win-win” negotiation theories will fall short of delivering satisfactory results.

Based on the unique NEGOSYSTEM™ model, this course is designed as an intensive online workshop which provides students with conceptual frameworks and operational tools to understand and design effective negotiation processes in a complex business environment.

In a unique course design involved SKOLKOVO faculty and Russia’s international business leaders, the course will address issues such as negotiating in power imbalance, negotiating in a low-to-no trust environment, leveraging media, technology and social-networks in negotiations, role of culture, and psychological tactics in complex negotiations.

#### Learning Objectives

1. Understanding the nature of human dynamic systems, and the foundation of complexity and system thinking;
2. Learn the differences between Deal Making and Conflict negotiations;
3. Acquire operational tools to manage the resolve conflicts;
4. Diagnose and analyze the human factor in negotiations;
5. Identify and further develop their own negotiation style;
6. Adopt a structured preparation process;
7. Practice a cooperative negotiation strategy
8. Learn how to deal with power dynamics in negotiations
9. Apply tools and concepts to your daily real-life negotiations
10. Work with peers from all over the world, and build a unique network to support your future.

## Course Structure

Four different educational tracks will provide students a comprehensive learning experience:

### Online Synchronized Sessions

(\* Due to the different time zones each synchronized session will be offered twice)

### Asynchrony Learning,

Including online simulations, additional knowledge, international resources, and content videos.

### Speaker's Corner

Russian prominent business leaders who will share their complex negotiation experiences

### Game sessions

Play simulation games with peers and apply knowledge to practice

### Cultural track (elective)

Take a break from knowledge and have fun. Learn more about Russia, Moscow and Skolkovo

The [CANVAS](#) digital learning platform will include additional scholarly and educational knowledge in the fields of Complexity and System Thinking, Conflict Management and Resolution, Negotiations and Communication.

*\*The course will be suitable for USA students in GMT time zone*

## First Module: Understanding Complexity October 18<sup>th</sup>, 2021

Asynchrony learning (Pre reading):

1.5 Hour

Meet & Greet, Sunday, March 17<sup>th</sup> Country show case

- Mutual introduction of students and team/Country show-case
- Presentation of program flow



Bring your own drinks...

Online  
Time

1,5 Hour

Synchronic Session #1

October 18<sup>th</sup>

- Prof. Moty Cristal: Introduction to Complexity and System Thinking
- Prof. Moty Cristal: The essence of Negotiation Systems (Negosystem™)
- Prof. Kristina Aloyan: Introduction to Social Network Analysis

Online  
Time

1.5 Hour

Asynchrony learning:

1. Homework on System network analysis
2. Groupwork: Complete a stakeholders' map (using [MIRO platform](#)) 60 min
3. Watch Moty Cristal discussing the concept of Power in negotiations 30 min

1.5 Hour

Speaker's Corner

Cultural track. Moscow City Tour

## Second Module: Power in Negotiations October 19th, 2021

### Synchronic Session #2 October 19th

- Prof. Moty Cristal: Reviewing Stakeholders' Map
- Prof. Moty Cristal: Power game simulation

Online  
Time

1.5 Hour

### Asynchrony learning:

- Negotiation conflict simulation

90 min

1.75 Hour

Speaker's Corner

Cultural track

## Third Module: Multiparty and Multicultural Negotiation, October 20th, 2021

Pre reading:

35 Min

### Synchronic Session #3

October 20<sup>th</sup>

- Prof. Moty Cristal, Simulation debrief
- Prof. Michal Szymanski: Multicultural team negotiations;

Online  
Time

1.5 Hour

Speaker's Corner

Cultural track

## Forth Module: Confrontation and Cooperation, October 21<sup>st</sup>, 2021

### Synchronic Session #4

October 21<sup>st</sup>

- Prof. Moty Cristal: Deal Making vs. Conflict Negotiations
- Prof. Moty Cristal: Negotiation simulation

**Online  
Time**

1.5 Hour

### Asynchrony learning

- |   |        |
|---|--------|
| 1. Watch Moty Cristal presenting structured content preparation | 15 min |
| 2. Watch Moty Cristal on how to generate a “win-win” outcome    | 20 min |
| 3. Groupwork: Negotiation simulation                            | 90 min |

2 Hours

Speaker's Corner

Cultural track

## Fifth Module: Putting all together, October 22<sup>nd</sup>, 2021

### Synchronic Session #5

October 22<sup>nd</sup>

- Prof. Moty Cristal: Simulation debrief
- Prof. Moty Cristal & Prof. Marat Atnashev: Putting all together
- Prof. Moty Cristal & Prof. Marat Atnashev: Q&A session

Online  
Time

1.5 Hour

Speaker's Corner

Final quiz

Farewell Party, Friday, October 22<sup>nd</sup>



Bring your own drinks...

Online  
Time

1 Hour