



# NEGOTIATION



## Location

100% online on ESMT's learning Hub; live sessions delivered with Engageli.



## Tuition fee\*

€1,500



## Language

English



## Duration and workload

10 weeks, ~5 hours per week  
Participants are expected to complete all assignments and join live online sessions.



## Certificate

You will receive a digital certificate upon passing the course.



## Stackable credential

Earn 2 ECTS for successfully completing this course. Credits earned can count towards an MBA.



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## Teaching methods

Group work

Simulation

Self-paced online learning

Weekly professor or tutor sessions

Negotiation is an essential skill for any leader. It can open up new doorways for your career and help you get paid what you deserve, it can resolve conflict and drive opportunities that could bring longterm benefits.

But it is a hard skill to hone. Learning-by-doing is not only risky, but getting the feedback you require to progress may not be easy.

This program aims to unlock your inner-negotiator and help you achieve better outcomes when it comes to getting around the negotiating table, by understanding key tactics as well as the psychology of strong negotiation.

## Is this program for you?

This course is ideal for ESMT alumni who want to invest in their negotiating skills.

You will join students from the highly international Global Online MBA program for this course. Students have, on average, 11 years of work experience.

Participation requires your active contribution to group work and delivery of assignments on time.

## You will learn how to:

- Negotiate effectively with new strategies and tactics
- Bring value to negotiations
- Bridge cultural differences and understand different perspectives
- Navigate moral dilemmas
- Make sustainable agreements

# Negotiation

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## Week 1: Negotiating to get more of what you want

- How to claim value during negotiations

## Week 2: Negotiating win-win agreements

- Creating value to achieve win-win agreements

## Week 3: Job negotiations: Get paid what you deserve

- Making job negotiations a habit
- How to get paid what you are worth

## Week 4: Negotiating in teams: Unlocking everyone's potential for success

- Creating synergies by negotiating as a team

## Week 5: Unleash your natural negotiation style

- Discover your personal negotiation style
- Build on your strengths

## Week 6: Negotiating across cultures

- How to handle alternative perspectives and values in different departments, regions or cultures

## Week 7: The psychology of no: How your no, can be another person's yes

- Say no to protect what matters most to you

## Week 8: Agents and ethics: Navigating moral dilemmas when negotiating for your boss

- How to negotiate for others - ethically and effectively

## Week 9: Resolving conflicts: Three paths to sustainable agreements

- Resolve intractable conflicts

## 10: Negotiation highlights

- Review, integrate and implement what works for you



## Faculty

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Martin Schweinsberg is an Associate Professor of Organizational Behavior (with tenure) at ESMT Berlin. Martin joined ESMT Berlin in September 2016 as an Assistant Professor and previously was an Assistant Professor at INSEAD. Martin obtained his PhD from London Business School and also holds a MSc (cum laude) and a BSc (with honours and cum laude) in psychology from the University of Amsterdam.

In one line of research, Martin tries to understand the psychological reasons for when and why negotiations end without an agreement.

In a second line of research, Martin studies the psychology of analysing data by examining how internal and external factors influence the psychological processes that determine analytical choices and results. Martin seeks to make science more reproducible, open, and collaborative, by crowdsourcing distinct aspects of the scientific process.

## Contact

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**ESMT Berlin**

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