

A stylized illustration in dark blue and light blue. A hand is shown from the left, holding a globe of the Earth. The globe is rendered with simple lines and shading to show continents and oceans. The background is a light blue gradient.

Negotiation

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WHAT IT IS:

People in your organisation negotiate several times each day; with each other, with clients, with potential clients: What is at stake in those negotiations? The future of your business? Working relationships? Thousands or millions of dollars in deals? Imagine what it would be worth to your organization to improve everyone's results by just 5% in these negotiations.

Whenever you are trying to influence someone else's behavior or decision-making, you are negotiating. There are few skills more important to your success; skills that can be learned, developed and successfully applied.

OUR QUALIFICATIONS:

Sea-Change Partners are among the world's best and most experienced negotiation professionals, practitioners, advisors, coaches and trainers. From major business deals and commercial alliances, to hostage negotiations and peace processes all over the world, we have experience teaching and advising in negotiations in over sixty countries at the highest levels.

Our senior professionals have taught negotiation at the Program on Negotiation at Harvard Law School and have worked closely with Professor Roger Fisher, founder of the Harvard Negotiation Project and co-author of the best-selling book, *Getting to YES: Negotiating Agreement Without Giving In*.

HOW WE CAN HELP YOU:

Negotiation is an activity – like a sport – that requires training, practice, coaching, strategy, and preparation if you want to excel. Sea-Change offers an array of proven practical skills training and applied services that will help you to achieve better results consistently in your negotiations:

Negotiation Skills Training:

Sea-Change Partners offers a complete curriculum of interactive courses that, together, comprise all the skills you need to be a truly successful negotiator.

Interest-Based Negotiation (1 day)

This foundation course is designed to enhance your skill as a negotiator and your understanding of process in any negotiating situation, whether at work or at home. You will learn essential tools and practical ideas that will improve your results and make you more confident as a negotiator.

Effective Communication & Negotiation “Self-Defense” (1 day)

Communication is the means by which we negotiate. One of the most important skills a negotiator can develop is the ability to communicate effectively for expression and understanding.

Negotiation Self-Defence is the art of dealing skillfully with extremely difficult negotiators. Learn the tricks used by the most challenging negotiators, and what to do when you have to face them.

A Strategic Approach to Persuasion (1 day)

Have you ever had trouble getting someone to make the decision you want them to make? Have you ever had to sell an idea to a group of people? If you want to be effective, you need a strategic approach to these situations. This course will help you to improve your chances of getting a “yes” when it counts.

Negotiating Inside & Out: Managing Internal & External Negotiations (1 day)

Have your internal negotiations – those with your superiors, subordinates, other departments, or other colleagues – ever made it harder for you to negotiate with customers? Do you find it harder to negotiate with your family members, boss, or your colleagues than with strangers? This course gives you practical advice on how to manage such situations effectively.

Negotiation Skills Training:

Complex Multi-Party Negotiations (1 day)

Whether you are negotiating a new project with multiple stakeholders, a trade agreement, or an international treaty on climate change, this course will help you to understand your negotiating environment and to be more effective in a multi-party setting.

Hostage/Crisis Negotiations (1 day)

Crisis situations place very specific demands on negotiators. Negotiating effectively in a high-stakes crisis takes special training. Sea-Change professionals are highly-experienced crisis negotiators who can help you negotiate more effectively when the stakes are high and the pressure is on.

Expert Negotiation Assistance:

Sea-Change Partners professionals act as advisors and coaches to negotiators worldwide to improve bottom-line return on negotiated outcomes via the following services:

Negotiation Simulations: Practical Skills Enhancement

Simulations exist to allow people to experiment – that is, to try new things in a learning environment where consequences are minimal. Participants can engage each other – and our professionals – in simulated, role-play negotiations in order to improve their habits, refine their skills, and design better strategies.

(Video-recording of simulations with professional feedback and coaching is available).

Coaching for Difficult Situations

We all face difficult negotiation situations. Sea-Change Partners professionals will work with clients in order to prepare them for especially challenging negotiations (in general and/or specific cases) and to achieve better-than-expected results.

Expert Negotiation Assistance:

A Strategic Approach to Persuasion

Sea-Change professionals will help clients to conduct systematic choice analysis in order to develop more “yesable” propositions for an upcoming negotiation. This may involve applying choice analysis tools, conducting role-reversal negotiations, and/or practicing communication strategies before the real thing.

Systematic Preparation for an Upcoming Negotiation

Sea-Change can help individuals and teams of negotiators take the opportunity to prepare systematically for a given negotiation – with professional strategic assistance. Preparation will include a structured approach, using a comprehensive framework and scenario-based practice before the real negotiation.

Conflict Management & Relationship Management Strategies

Often the most challenging parts of negotiation are coping with conflict and dealing with relationship issues (such as emotion or personal history). Sea-Change Partners experts are among the world’s most experienced conflict managers. That experience includes direct assistance to leaders and negotiators in costly commercial disputes, civil wars, peace processes, hostage situations, and other intense conflicts – at the interpersonal and international levels.

Facilitated Brainstorming for Negotiated Solutions

Sea-Change helps clients to think of the best possible substantive outcomes in a negotiation; exploiting joint gains for maximum value, negotiating appropriate trade-offs, or the brainstorming of options and criteria to make them persuasive.

Negotiation Process Design

The best negotiators are good “process thinkers” and good process is often the key to a successful negotiation. Sea-Change professionals work with our clients as “negotiation architects” to improve the processes our clients use when they negotiate.

Expert Negotiation Assistance:

Customized Negotiation Scenario Development

With advance preparation, Sea-Change Partners professionals will work with a client facing an important negotiation by simulating that specific, upcoming negotiation and even hiring industry experts to play the role of the opposing side in the negotiation. This is the equivalent of lawyers using mock trials before actually going to court. Customized Negotiation Scenario Development requires significant time and preparation, background knowledge, and access to individuals who are best suited to play the necessary roles on a case-by-case basis. But it is an exercise designed to deliver maximum value where it counts most... the bottom line.

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