

An Online Synchronous Executive Training Program  
Live Via Zoom From Canada

**THE FUNDAMENTALS OF  
NEGOTIATION THEORY AND PRACTICE  
FOR PRACTITIONERS**

Date & Time: To Be Announced (TBA)

**SOFT SKILLS IN PSYCHOLOGY & STRATEGY FOR ACHIEVING SUSTAINABLE SOLUTIONS**

Based on a Canadian Conflict Resolution Studies University Degree course

Three (3) day Program Utilizing Presentations, Discussions & a 4 Person Role-Play Simulation Exercise

By

Siddha Param, LL.B.(Hons)(London)

**Strategy Consultant, Negotiator & Author Based**

**In Winnipeg, Manitoba, Canada**

**FOR INDIVIDUALS WHO ARE PRACTICING OR PREPARING TO BE:**

Corporate Directors; CEOs; Executives in corporate leadership, operations, procurement, finance, marketing; and,  
Professionals including lawyers, accountants, financial controllers, engineers, architects,  
town & country planners, quantity surveyors, academics, government employees  
and community leaders

Designed by training program provider [StrandRidge.com](http://StrandRidge.com) Winnipeg, Manitoba, Canada

*"I think it wiser for our clients, ourselves and our society to deal with differences in a way that optimizes the chance of reaching a fair outcome efficiently and amicably; that rewards those who are better prepared, more skillful and efficient, and who have the better case as measured by objective standards of fairness; and that makes each successive negotiation likely to be even better. (This does not mean that a negotiator should disclose everything or make unjustified concessions.)"*

**Roger Fisher, "A Code of Negotiation Practices for Lawyers" (1985) 1 Negotiation Journal 105 at 106.**

Negotiation Journal is a peer-reviewed journal published by the Program on Negotiation at Harvard Law School.

**NEGOTIATION PRINCIPLES TOPICS:**

**DAY ONE**

**1 Position:**

The big picture overview

**2 Interests:**

The opportunities for negotiation

**3 Alternatives:**

The power of alternatives and outside actions

**DATES & TIMES TO BE ADVISED  
MORNING**

1 hour Presentation with Discussion  
[20 minute break](#)

1 hour Presentation with Discussion  
[20 minute break](#)

1 hour Presentation with Discussion

**AFTERNOON**

**Day One Online Quiz on above 3 topics will be open for 3 hours for participants to complete**

**DAY TWO**

**4 Context:**

The games we play and the prisoner's dilemma

**5 Judgment:**

Are assumptions and heuristics counterproductive?

**6 Agents:**

When and how should clients use professional agents?

**MORNING**

1 hour Presentation with Discussion  
[20 minute break](#)

1 hour Presentation with Discussion  
[20 minute break](#)

1 hour Presentation with Discussion

## AFTERNOON

Day Two Online Quiz on above 3 topics will be open for 3 hours for participants to complete

## DAY THREE

**7. Role Play Simulation Exercise** – 5 Groups of 4 participants (2 each in a 2 party negotiation).

Participants will be given confidential instructions, assigned Negotiation roles and placed in 1 of 5 groups on Day Two

Participants will be encouraged to negotiate in assigned groups on Day Three (3) in one of 5 zoom breakout rooms utilizing the 6 Negotiation Principles

All participants will reconvene for debrief and discussion of negotiation outcome for each of the 5 group negotiations outcome

Participants are encouraged to share Email or LinkedIn profile on zoom chat for post training Zoom Breakout Networking

## MORNING

1 & a half hour Negotiations within assigned group  
20 minute break

1 & a half hour open Discussion with all participants

## AFTERNOON

1 & a half hour

## PROGRAM FORMAT

There will be live streamed zoom presentations and group interactions will be encouraged. Participation in discussions on the presentations, and a role-play simulation exercise is required. Participants are expected to have their video turned on with their names identifying them and with audio muted unless they wish to speak or engage in discussion. High speed internet is necessary and will enable a more stable zoom experience. The zoom links will be sent to participants via email. Participants can click on the zoom link in the email and follow the zoom instruction to access the zoom presentations with the password provided.

## PROGRAM DESCRIPTION

This program examines the theory and practice of negotiation, including: (a) Negotiating skills; (b) Contextual factors; (d) Third party intervention; and, (c) Agreement implementation.

## ACTIVE PARTICIPATION

Participants will be encouraged to ask questions as well as discuss the presentation material and negotiation role-play simulation exercise. All participants have the right to participate, learn, and work in an environment that is free of harassment and discrimination. Being respectful is a hallmark of an effective negotiator.

## NEGOTIATION ROLE-PLAY SIMULATION EXERCISE

The practical element of the program involves participation of attendees in a negotiation role-play simulation exercise. The simulation exercise has been selected because it is based on successfully conducted negotiation exercises. Participation in the role-play simulations exercise allows attendees to practice the skills that have been introduced.

One benefit of engaging in the role-play simulation exercise is the fact that the negotiations is similar to a real world setting in that participants do not know the nature of the other party's confidential information, just like in real life. Another benefit of the role-play simulation exercise is in learning to handle situations in real time as expected and unexpected events occur during the negotiations.

Participants would not get these benefits if they were to seek to learn the nature of the other party's confidential information prior to engaging in the negotiation role-play simulation exercise, or if they were to learn what outcomes and learning others experienced by participating in the role-play simulation exercise previously.

## To get the full benefit of the program participants:

- a) should not discuss the simulation with individuals who have not attended the program (they may take it in the future);
- b) should not discuss the simulation exercise with individuals who have attended the program previously (participants should maximize the benefits of the program by not taking shortcuts which will prevent them from gaining maximum knowledge, experience and skills.

- c) should avoid reading the material they discover on the Internet or elsewhere which discusses the role-play simulation exercise used in this program avoid reading the material as this can diminish the benefits to be gained from participating in the role-play simulation exercise.

### **PREPARING FOR NEGOTIATION ROLE-PLAY SIMULATION EXERCISE:**

Prepare a "Negotiation Preparation & Analysis Tool" of your choice for learning from the simulation exercise. If you do not have such a tool and do not want to build one for your use, then it is suggested that you use the following "Negotiation Preparation & Analysis Tool" based on the ideas of Roger Fisher and others at the Harvard Program on Negotiation. As preparation for the role-play simulation exercise, organize your thoughts in writing for the following considerations,

**Consider each party's perceptions of and resources regarding:**

- Relationships with each other and with others;
- Communication with each other and with others;
- Positions;
- Interests;
- Options;
- Alternative;
- Legitimacy;
- Commitment.

Design the wording of a proposal which you think may be acceptable to each party. For each of the proposal's elements, list the benefits and detrimental results you may expect the other party to consider them if the proposal is agreed to and if it is not.

After the fact analysis: Compare your preparatory predictions with your experience during the negotiation.

Lessons learned: Record any prescriptions you can draw from this experience.

Course material: Includes presentation material and a suggested book for reading.

### **ATTENDING THIS PRESENTATION VIA ZOOM**

The zoom presentations virtual meetings have to be attended online in real time as scheduled, using Zoom. The free software can be downloaded to your computer or smartphone ( <https://zoom.us/download> ). Download, Install, and Run Zoom App (If you're not able to download Zoom, you can still join the meeting directly from the Zoom browser <https://zoom.us/join> by pasting the link with Meeting ID and clicking 'Join'). Doing a skills-focused program via videoconferencing is a special challenge and will require everyone to be quite deliberate and attentive to what will make this experience work well. Here are ZOOM protocols for you:

- Arrive 10–15 minutes before the scheduled start time for the presentation.
- Rename yourself the way you wish to be addressed. E.g. "Joe Smith"
- Mute your microphone until you are about to speak. (In ZOOM settings, you can activate the "hold space bar to temporarily unmute" function.
- To comment/ask a question, first signal instructor by waving your REAL hand or by the Zoom Participant "Raise Hand" button.
- Chat with "Everyone" in the classroom with relevant comments. Note that it will be hard for your instructor to always notice all the chat comments.
- Video presence for the program presentations is expected and much preferred.
- When your video is on, don't forget it's on: limit distracting actions and don't do anything embarrassing.
- Videoconferencing is tiring. Keep snacks and water handy, and when we take breaks do some stretching & move around.

### **PROFILE**

**Siddha Param**, LL.B. (Hons) (London), CLP(M) is a strategy consultant, negotiator & author based in Canada. He has over 30 years' experience advising Multinational Corporations (MNCs) and Small & Medium size Enterprises (SMEs) on competitive leadership, export & import business negotiations and sustaining high performance. He teaches "Negotiation Theory & Practice" at Menno Simons College/University of Winnipeg. Siddha Param is the author of the book, "*Sustaining High Growth For Long Term Success*" He is co-author of the books "*Global Productivity Mindset: Opportunities and Profits Post-2008*" and "*How To Align Business Mindsets For High Performance*" written for entrepreneurs and business leaders. He has worked on solutions for challenges arising in international business relations post 1987 global stock market crash, 1997 Asian financial crisis and the 2008 New York stock market meltdown. He currently advises businesses on how to pivot rapidly to gain an advantage, in the emerging global knowledge economy.

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## **ORGANIZING, MARKETING, PRESENTATION & MATERIALS FEES, COST & EXPENSES FEES**

**Charge Per Participant: PLEASE CONTACT US on [strandridge.com/contact.html](http://strandridge.com/contact.html)**

The program can run with a MINIMUM of 4 and up to a MAXIMUM of 20 participants

### **COST & EXPENSES**

#### **Training Program Designer/ Provider/Presenter's Fees & Charges Include:**

1. Designing copyrighted program design & presentation/training material;
2. Preparing a pdf softcopy of copyrighted presentation/training material for distribution to participants;
3. Designing copyrighted simulation exercise
4. Preparing a pdf softcopy of copyrighted simulation exercise for assigned roles for participants
5. Presentation fees, setting and marking of quizzes;
6. Moderating discussions, debriefing & analyzing simulation exercise for participants assigned 4 each to groups;
7. Instructor moderating of networking session;
8. Logistics of organizing, marketing and electronic delivery;
9. Cost for printing 21 bound copies of presentation material for delivery to participants.
10. A role-play simulation exercise with designated assigned roles will be delivered to participants via email upon payment of 50% advance on fees. The balance of the 50% payment shall be due on completion of the presentation. Participation in the role-play simulation exercise will count towards award of a: **Certificate of Completion.**

### **COPYRIGHT AND INTELLECTUAL PROPERTY**

Program materials are the property of the program instructor/presenter/provider who developed them. Participants must also seek prior permission of the program instructor/presenter/provider before, for example, photographing, recording, or taking screenshots of slides, presentations, and notes on screen.