

NEGOTIATIONS

Compulsory course (workshops) for 3rd year Bachelor Students of *Politics of Global Challenges*

Institute of International Relations and Political Science, Vilnius University

2024/2025 fall semester

Course presented by lecturer Marija Dautartaitė

marija.daut@gmail.com / marija.dautartaite@tspm.vu.lt

OVERVIEW OF THE COURSE

The purpose of this course is to provide students with skills and tools how to organize, prepare and conduct negotiations. The course consists of 12 workshops (seminars) that are mandatory to all students. There will be no lectures to cover the theoretical part of negotiations, however, part of some seminars will be dedicated to introducing basic theories of negotiations. No more than 1 missed seminar is allowed (without substantial justification presented before the seminar begins).

The course will start from methods and techniques used in simple (two or three actors) negotiations and gradually expand towards multi-party negotiations, that is students will move from everyday issues to complex political problems. The course emphasizing the ability to plan negotiation as a continuous process, not a single event and provides students with understanding how to prepare for negotiation and successfully go through the entire process. During the group tasks students will analyse various stages of the preparation for negotiating before conducting negotiations themselves. Preparation includes identifying and articulating the problem, drawing map of stakeholders and principal actors, learning their pains and gains, identifying potential allies and opposition, evaluating social and political context, preparing action plan, setting a timeline and, finally, starting the negotiation. During a workshop, students will learn how to identify tactics and techniques used by opposing negotiator – part of the successful negotiation is not to fall into negotiation traps.

The course trains how to become successful negotiation and builds verbal communication and other useful tools, such as: a) teamwork and project management skills that will be acquired during group work; b) problem solving skills that will be developed through working on a specific case; c) public speaking skills that will be formed during simulations of negotiations; d) leadership skills that will be developed and sharpened during the entire process of negotiation.

The students are expected to pre-read compulsory literature before each seminar – reading materials will be uploaded in www.emokymai.vu.lt. Additionally, during the seminars students will be invited to analyse and discuss on additional resources provided by the lecturer (videos, articles, diagrams, etc, provided by the lecturer) and participate in various simulations in class.

There will be several groupworks to be completed and presented during the course:

TYPE OF GROUPWORK	REQUIREMENTS	EVALUATION
Case study of real-life negotiations (Live oral presentation during seminar in front of the class. Duration: 7-10 minutes + 10 minutes for Q&A)	Students will be provided with the list of real-life negotiation cases, but they can also choose a case outside the list (approval needed). The case must be analysed using a frame discussed and agreed during the seminars.	Case study (both preparation* and presentation parts) will make up 30 % of the final grade *Individual contribution of each group member should be stated in a separate paper presented to the lecturer
Simulation script on a chosen complex problem (paper presented)	Students in a group will need to write a script for simulation to negotiate solution to the real-life problem. Students can use the same case they used for Network governance course.	Simulation script will make up 20 % of the final grade.
Participation in real time simulation (in-person participation)	Students in a group will be participating in a simulated negotiations session facing another group. Each pair will draw out the topic of the simulation and have 10 minutes to prepare for up to 20 minutes simulation.	Participation in real time simulation will make up 20 % of the final grade. Participation will be evaluated by a panel of jurors.

There will also be tasks for individual work during the course – the tasks will be specified during the seminars. Individual tasks together with the participation during the seminars will make up **20 %** of the final grade. Students' participation will be evaluated after each seminar - exceptional contributions during the seminars are noted with a (+). Five or more (+) will improve final grade by 1 point.

Individual works to be completed and presented during the course:

TYPE OF GROUPWORK	REQUIREMENTS	EVALUATION
Simulation script on a chosen daily problem (one-pager)	Students are required to choose a simple everyday problem that requires negotiation and write a simulation script on how it can be solved.	Simulation script will make up 10 % of the final grade.
Analyses of a chosen fragment of negotiations (one-pager)	Students are free to choose a fragment from a movie, TV series or a book that depicts negotiations. Analyses of the material should include identifying and describing setting, actors and negotiation techniques used in the scene.	Analyses of a chosen fragment of negotiations will make up 10 % of the final grade.
Attendance and participation in the seminars	Students are expected to attend all seminars (unless they have a justification for missing it) and participate in it.	Attendance and participation will make up 10 % of the final grade. Extra point can be collected by active participation.

Deadlines for some tasks will be agreed during the introductory seminar and others – after a corresponding seminar.

COURSE TIMETABLE

DATE	TOPIC AND SUBTOPICS	COMPULSORY PRE-RED
2024.10.02	Introductory workshop: agreeing of working methods, rules of participation and evaluations, timetable etc. Students have one week to choose a case for individual presentation.	No compulsory reading.
2024.10.09	A frame of successful negotiations (theory and frameworks). Building Vocabulary of Negotiations: learning and discussing major concepts of negotiations.	Mnookin, Robert, Bargaining with the Devil. When to Negotiate, When to Fight. NY: Simon & Schuster Paperbacks, 2010, 321.) <ul style="list-style-type: none"> - Introduction (p. 1-8), - Chapter I (p. 11-22), - Chapter V (. 83-106)
2024.10.16	Modern negotiations techniques I Interest based negotiations. Unconscious bias (gender and cultural differences).	Fisher, Roger, Ury, William, Getting to Yes: Negotiating Agreement Without Giving In. New York: Penguin Group, 2011, 204. <ul style="list-style-type: none"> - Part I, Chapter 1 (p. 3-15) - Part II, Chapter 2 (p. 19-42) Wheeler, Michael, The Art of Negotiation: How to Improvise Agreement in a Chaotic World. New York: Simon & Shuster, 2023, 304. <ul style="list-style-type: none"> - Chapter 2 (p. 19-24)
2024.10.23	Modern negotiation techniques II Case analysis (Disharmony in the Symphony) + Simulation	Fisher, Roger, Ury, William, Getting to Yes: Negotiating Agreement Without Giving In. New York: Penguin Group, 2011, 204. <ul style="list-style-type: none"> - Part II, Chapter 3 (p. 42-58) - Part II, Chapter 4 (p. 58-82) - Part II, Chapter 5 (p. 82-96)
2024.10.30	Importance of communication I Active listening	Voss, Chris, Never Split the Difference: Negotiating as If Your Life Depended On It, New York: Harper Collins Publishers, 2016. <ul style="list-style-type: none"> - Chapter 2 (p. 23-49) - Chapter 3 (p. 49-74)
2024.11.06	Importance of communication II Framing. Anchoring + Simulation	Lax A. David, Sebenius K. James, 3D Negotiation: Powerful Tools to Change the Game in Your Most Important Deals. Boston: Harvard Business School Press, 2006, 286. <ul style="list-style-type: none"> - Chapter 12 (p. 181-205) Voss, Chris, Never Split the Difference: Negotiating As If Your Life Depended On It, New York: Harper Collins Publishers, 2016. <ul style="list-style-type: none"> - Chapter 4 (p. 74-96) - Chapter 5 (96-113)
2024.11.13	Case studies. Group presentations	No compulsory reading.
2024.11.20	Case studies. Group presentations	No compulsory reading.

2024.11.27	International negotiations. Structural vs. liberal approach (debates)	<i>The Oxford handbook of modern diplomacy.</i> (2015). Oxford University Press. - Part III, Chapter 17, p. 319-337.
2024.12.04	International negotiation. Case studies and simulation of real time negotiations	<i>The Oxford handbook of modern diplomacy.</i> (2015). Oxford University Press. - Part III, Chapter 18, p. 337-352.
2024.12.11	Final simulations	No compulsory reading.
2024.12.18	Final simulations	No compulsory reading.

LIST OF CASES FOR GROUP PRESENTATIONS

1. **The Louisiana Purchase (1803)**
2. **The Congress of Vienna (1814-1815)**
3. **The Portsmouth Treaty (1905)**
4. **The Paris Peace Conference (1919). Treaty of Versailles**
5. **The Egyptian-Israeli Armistice Agreement (1949)**
6. **The Cuban Missile Crisis (1962)**, United States and Soviet Union.
7. **The Paris Peace Accords (1973)**, United States, North Vietnam, South Vietnam, and the Viet Cong
8. **The Camp David Accords (1978)**. Israel and Egypt, mediated by the United States.
9. **The Hostage Crisis in Iran (1979-1981). Algerian accords.** United States, Iran, mediated by Algeria.
10. **The Reykjavik Summit (1986)**, United States and Soviet Union.
11. **The Ending of Apartheid in South Africa (1990s)**
12. **The Oslo Accords (1993)**, Israel and the Palestine Liberation Organization (PLO).
13. **The Dayton Accords (1995)**, Bosnia and Herzegovina, Croatia, Serbia, mediated by the United States.
14. **The Good Friday Agreements (1998)**, The United Kingdom, Ireland, and various political parties in Northern Ireland.
15. **The Camp David Summit (2000)**, Israel and the Palestinian Authority, mediated by the United States.
16. **Paris Climate Accord (2015).**

It is possible to choose a case not included in the list (agreement with the lecturer is required).

COMPULSORY READING

These books frequently used as sources for this course and are included in the compulsory reading list:

- Fisher, Roger, Ury, William, Getting to Yes: Negotiating Agreement Without Giving In. New York: Penguin Group, 2011, 204.
- Mnookin, Robert, Bargaining with the Devil. When to Negotiate, When to Fight. NY: Simon & Schuster Paperbacks, 2010, 321.
- Lax A. David, Sebenius K. James, 3D Negotiation: Powerful Tools to Change the Game in Your Most Important Deals. Boston: Harvard Business School Press, 2006, 286.
- Voss, Chris, Never Split the Difference: Negotiating As If Your Life Depended On It, New York: Harper Collins Publishers, 2016.
- Weiss, Joshua N., The Book of Real-World Negotiations: Successful Strategies from Business, Government, and Daily Life. New Jersey: John Wiley & Sons, Inc., 2020, 303.
- Wheeler, Michael, The Art of Negotiation: How to Improvise Agreement in a Chaotic World. New York: Simon & Shuster, 2023, 304.
- Stanton, Frederik, Great Negotiations: Agreements that Changed the Modern World. Yardley: Westholme Publishing, LLC, 2011, 298.
- The Oxford handbook of modern diplomacy. New York [N.Y.] : Oxford University Press, 2015. xxxv, 953.