

PROGRAM ON NEGOTIATION



HARVARD LAW SCHOOL

Program on Negotiation Global-Dublin

Hosted at:

Carton House

Maynooth, Co Kildare

6th, 7th, 8th December, 2017

In partnership with:

The Edward M Kennedy Institute

Maynooth University



Edward M. Kennedy Institute for Conflict Intervention

PROGRAM ON NEGOTIATION



HARVARD LAW SCHOOL



Dear Executive,

At the Program on Negotiation (PON) at Harvard Law School, we are dedicated to studying the theory and practice of negotiation so that others can learn to effectively manage conflict, solve problems, and build stronger relationships in their work, their families, and their communities. At PON, a consortium program of scholars from Harvard, MIT and Tufts, we study negotiation through many different lenses, including business, law, government, economics, psychology, and education. The Program on Negotiation at Harvard Law School is delighted to be cooperating with the Kennedy Institute, Maynooth University to offer our PON Global course for the first time in Ireland. This course is modeled on our flagship program taught in Cambridge, Massachusetts, three days of intensive and innovative learning.

PON Global—Dublin will enable you to have an interactive learning experience, taught by a skilled and experienced PON instructor. You will also be exposed to the thinking of almost a dozen members of our faculty, through our video modules and in videoconferencing with faculty at Harvard. The course is designed to be highly interactive, with the use of negotiation exercises and simulations. We believe that negotiation is an essential skill for all leaders and executives, and we know that with training, everyone can become a better negotiator. When you are a skilled negotiator, you will have greater success at closing deals, developing partnerships, and avoiding costly disputes. If you are ready to become a more skilled negotiator and a more effective leader, I strongly encourage you to join our program in Dublin. We look forward to welcoming you to this limited enrollment program.

Sincerely,

Robert H. Mnookin

Faculty Chair

Program on Negotiation at Harvard Law School

Introducing
PON GLOBAL—Dublin

The World-Renowned Program on Negotiation

Widely recognized as a world leader in the field of negotiation and negotiation research, the Program on Negotiation is an interdisciplinary, multi-university research center based at Harvard Law School. Scholars from Harvard, MIT and Tufts develop negotiation principles and skills and share them in innovative courses that help train global leaders.

About the Programme

PON Global—Dublin is a unique programme that largely mirrors the extremely popular flagship programme that PON has offered in Cambridge, Massachusetts, for more than 30 years. The programme will test your beliefs and assumptions and help you overcome emotional and rational biases, examine complex negotiation scenarios, and discover a range of competitive and cooperative negotiation strategies. In this acclaimed programme, we compress 30 years of ground-breaking research into three thought-provoking days. In sessions taught by Harvard’s expert faculty and with dynamic videos and video conferencing segments, you’ll broaden your understanding of negotiating concepts, acquire proven negotiating techniques, and have the opportunity to put your learning into practice. This time – and road-tested-curriculum has been utilized by more than 35,000 executives who have participated in PON’s Executive Education programmes. This winter, you can join their ranks and acquire a framework for negotiation—equipping you to overcome barriers, manage conflict, and achieve better outcomes at the bargaining table, every single time.



5 Reasons to Attend

PON GLOBAL—Dublin

DEVELOP BETTER LEADERSHIP SKILLS

Most great leaders are skilled negotiators. While some have innate ability, everyone can improve their ability to negotiate effectively by learning from the negotiation experts. At the Program on Negotiation, with our 30 years of expertise, we accelerate your learning process and focus on techniques that work in the corner office and at the bargaining table, as well as in your personal life and community.

GET THE DEALS YOU WANT AND BUILD STRONG RELATIONSHIPS

The strategies you learn over this three-day programme will help you finalize important deals, negotiate in uncertain environments, improve your working relationships, claim (and create) more value, and resolve seemingly intractable disputes. You'll work through complex scenarios and learn problem-solving tactics that you can apply to your future negotiations.

LEARN FROM THE EXPERTS

You will learn from an on-site PON instructor as well as from leading PON faculty in video modules made especially for this course. You will also videoconference with faculty back in Cambridge, Massachusetts, who can answer your questions. PON faculty members have negotiated peace treaties, brokered multi-billion dollar deals, and hammered out high-stakes agreements around the globe.

LEARN BY PRACTICING

The PON programme is very interactive. In addition to class instruction, you will engage in negotiation exercises that put your new knowledge to work right away. You'll test ground-breaking theories, practice new approaches, and see how other participants address the same problems. You'll leave the programme with a time-tested toolkit—one that works in both theory and practice.

GIVE AND RECEIVE QUALITY FEEDBACK

In the real world, we rarely get feedback on how we negotiate. Feedback is essential for continuing to grow and improve. In this course you will learn from others what you did well and what you might want to improve; and you will learn to give feedback to others so that they receive it well and can make adjustments.

About the Course

PON GLOBAL—Dublin

Dates and Venue

6th, 7th and 8th December, 2017

Carton House

Maynooth

Kildare

The venue, [Carton House](#), is set in an 18th century manor house, nowadays an upscale hotel with golf and spa resort, just 20 minutes from Dublin city, accessible to public transport, taxi and international airport services.

Tuition Fees

The tuition fee is €3600, if paid in full prior to 20th Oct.

The tuition fee includes all course materials, lunches and coffee breaks on all three days.

Payment must be received in full in order to reserve a place in the course.

After 20th Oct, the tuition fee increases to €4000.

Who Should Attend

The PON Global course attracts a diverse audience from both the private and public sectors. Participants span a wide range of titles and industries. Those who attend typically include: Chief Executive Officers, Company Presidents and Officers, Board Chairs and Board Members, Executive Directors, Managing Directors, Directors of Operations, Human Resources, Purchasing, Marketing, and Sales Managers, Lawyers, Mediators and Programme Directors.

Certificate

Participants who attend all sessions and participate in all simulations will receive an official Certificate of Completion from the Program on Negotiation at Harvard Law School.

Registration

To apply to attend the course, please complete the online registration process accessible at <https://www.maynoothuniversity.ie/edward-m-kennedy-institute/pon-global-dublin-0>

Tuition must be paid at the submission of the completed online registration form. For company registrations, an invoice can be provided on request to ponglobal@mu.ie. If participants wish to use a different form of payment, they should contact ponglobal@mu.ie directly.

Further Information

For more information on the course, please refer to www.pon.harvard.edu or www.maynoothuniversity.ie/edward-m-kennedy-institute.

For any queries, please contact ponglobal@mu.ie.

**PROGRAM ON
NEGOTIATION**



HARVARD LAW SCHOOL

About the Teaching
PON GLOBAL—Dublin



About the On-Site Faculty Member - Florrie Darwin

The on-site instructor for this workshop will be **Florrie Darwin** who is a Lecturer on Law at Harvard Law School, where she teaches in the Negotiation Workshop. At HLS, she has co-created and taught a course on ‘Negotiating Leadership.’ She is also an Adjunct Professor of Law at the Georgetown University Law Center. She has worked with many corporations, governments and civic leaders across the world. She was previously Visiting Professor at the French business school ESSEC, where in addition to negotiation workshop courses, she offered seminars on ‘Understanding Multicultural Mediation’ and ‘Training for Negotiation Trainers’. She graduated with honors from Columbia University and Harvard Law School where she was an editor of the Harvard Law Review.

In addition, there will be interactive web-based video sessions with other expert faculty broadcast live from Harvard.

Teaching Methodology

You will learn from the on-site PON instructor, Florrie Darwin, as well as from leading PON faculty in video modules made especially for this course. You will also videoconference with faculty back in Cambridge, Massachusetts, who can answer your questions.

- *Interactive classroom sessions*
- *Real-life case studies from Harvard University*
- *Video-conferencing with faculty at Harvard University*
- *Collaborative negotiation exercises and discussions*

Modules Taught

Day 1 – “Understanding Key Negotiation Concepts”

Module 1: Negotiation Fundamentals

Module 2: Creating Value vs. Claiming Value

Day 2 – “Managing Interpersonal Dynamics”

Module 3: Best Practices for Difficult Situations

Module 4: Dealing Effectively with Emotions and Relationships

Day 3 – “Addressing Negotiation Complexities”

Module 5: Negotiating Across Cultures

Module 6: Multi-party Negotiations, Internal Negotiations, and Organizational Challenges and Relationships

Day 1

“UNDERSTANDING KEY NEGOTIATION CONCEPTS”

MODULE 1 – Negotiation Fundamentals

We will share with you core concepts of negotiation, including the importance of principled bargaining and shared problem-solving.

- Learn to clarify your interests and priorities, and then think about your counterpart’s interests.
- Learn about the difference between interests and positions.
- Identify the range of alternatives you are willing to consider if your counterpart does not give consent.
- Learn to analyze a negotiation problem and seek ways to create value.
- Assess your relationship with your counterpart and determine if you can take steps to generate positive emotions and avoid negative reactions.
- Prepare for your negotiation, and outline your communication strategy.

Through negotiation exercises and interactive discussions, you will examine ways to structure the bargaining process to accommodate joint problem solving, brainstorming, and collaborative fact-finding. As a result, you will be able to think more clearly, make smarter moves, and set the stage for more productive negotiations.

MODULE 2 – Creating Value vs. Claiming Value

We will discuss how to handle the “Negotiator’s Dilemma” and how to create value while also ensuring your fair share of distributed value. You will learn about the need for careful preparation, which includes thinking about the other side’s “back table” as well as your own. We will discuss how to respond to different tactics and how to feel confident about your ability to drive the negotiation.

- Learn the advantages of adopting a cooperativemindset.
- Learn strategies for buildingtrust.
- Know when to share information – and whennot.
- Understand the importance of knowing or guessing at the zone of possibleagreement.
- Learn to evaluate risk and learn defensive moves against aggressiveclaiming.
- Consider the implications of openingoffers.
- Know the importance of being aspirational andwell-prepared.

Day 2

“MANAGING INTERPERSONAL DYNAMICS”

MODULE 3 – Best Practices for Difficult Situations

What makes some negotiation situations difficult and how do most people deal with them? We will discuss typical responses and better ways to respond when you are faced with challenging people or problems. You will learn practical skills and the importance of active listening. You will also improve your ability to analyze a situation and choose the appropriate strategy and response.

MODULE 4 – Dealing with Emotions & Relationships

To be effective, executives must learn to navigate personality differences, diverse agendas, and social pressures. You will see that it matters how your counterpart feels about the negotiation and learn ways that you can generate positive feelings. You will be taught how to have the “difficult conversation” and how to separate intention from impact. You will learn the Core Concerns that need to be addressed in order to manage emotion in negotiations. Finally, you will do an exercise that helps you understand your own style of negotiation and the style of others.

Day 3

“ADDRESSING NEGOTIATION COMPLEXITIES”

MODULE 5 – Negotiating Across Cultures

Learn how to overcome barriers to negotiating effectively across cultures by understanding differences in law, languages, professions, behavior, attitudes, values and other factors. Learn strategies for dealing with cultural differences in negotiation and become aware of how others may perceive your culture. Understand how complex your negotiation counterpart may be and avoid stereotypes. Acquire strategies for bridging cultural divides so that you can negotiate more effectively.

MODULE 6 – Multi-party Negotiations, Internal Negotiations, Organizational Challenges and Relationships

The final session builds on your accumulated knowledge to generate insights for negotiating across a variety of competitive contexts. The faculty will bring to life different negotiation problems and examine their real world outcomes. Learn sophisticated negotiation moves for working in highly complex situations and plan ahead for your future negotiations. As a result of your participation, you will become a more effective decision maker and negotiator over the long term. You will also be better prepared to acquire support from your organisation as you lead future negotiations.



About our Partner



Edward M. Kennedy Institute for Conflict Intervention



The Edward M Kennedy Institute, Maynooth University

The Edward M Kennedy Institute, established in 2012, honours the late Senator Edward M. Kennedy for his lifelong commitment to justice, equality, human rights, education for all and in particular for his contribution to the Northern Ireland peace process.

We also honour his ability to articulate a future where the causes of conflict, however ingrained, can be transcended; a future where society, economics, education and politics are organised in ways that support individuals, groups, organisations, communities and nations to work together for the better of all.

The Kennedy Institute builds capacity for constructive approaches to conflict at all levels in society. We support practitioners and policy makers by providing rigorous taught programmes, conducting and disseminating pertinent research, and by creating opportunities for negotiation and dialogue in our specialist fields of interest.

Internationally, the Institute has developed a wide-ranging network, and is now a leading actor in the EU alternative dispute resolution community. The Institute is working to become a flagship institution for conflict intervention studies and debate; to be recognised internationally as a hub and platform, promoting academics and practitioners working in the alternative dispute resolution field; and to be a centre for dialogue and consensus building and a focal point for new ideas.

We are delighted to partner with Harvard University in this initiative. With the support of the Department of Law, School of Business and the Irish Defence Forces, we welcome all participants to PON Global—Dublin.

Yours Sincerely,

A handwritten signature in black ink that reads 'Peter Cassells'.

Peter Cassells
Executive Director

www.maynoothuniversity.ie/edward-m-kennedy-institute

Terms & Conditions

The Course

The PON Global course in Dublin is a three-day executive education programme that examines core decision-making challenges, analyses complex negotiation scenarios, and provides a range of competitive and cooperative negotiation strategies. In short, it prepares you to achieve better outcomes at the bargaining table, every single time.

Payment Policy

The tuition fee must be paid in full following the submission of a complete online registration form.

For company registrations, an invoice can be provided. For any payment queries, please contact ponglobal@mu.ie.

Please note: Enrollment is not guaranteed until the online form has been completed and payment has been received.

Cancellation Policy

Cancellations received in writing at least 25 business days prior to the start date of the course will be eligible for a full refund less a €500 administrative fee, issued in the original form of payment.

Cancellation requests received within 25 business days prior to the start of the course are subject to full payment of the programme fee. In the unlikely event that the event is cancelled, we bear no responsibility for any airfare, hotel or other costs or losses incurred by registrants.

Please submit your cancellation request in writing to the PON Global—Dublin team:

Email: ponglobal@mu.ie

Post:

PON Global—Dublin
Kennedy Institute,
North Campus, Maynooth University,
Maynooth, Co Kildare,
Republic of Ireland

Transfer Policy

It is not possible for applicants to transfer to a future PON Global course. Please refer to our Cancellation Policy above.

Substitution Policy

Registrants may transfer a registration to another person within the same organisation. All requests must be received in writing no later than 25 business days prior to the start date of the course.

Programme Changes

At our complete discretion, we reserve the right to change, cancel or postpone the start date of the course, by giving notice to applicants via email, using the email address provided on the registration form.

If the course is cancelled, tuition fees will be refunded within 30 days following the communication.

Confidentiality and Data Protection

We will be responsible for compliance with the Data Protection Acts 1988 and 2003. All applicants consent to us collecting data about their use of the programme for the purposes of measuring of customer satisfaction and future marketing.



Website

The World-Renowned Program on Negotiation

Widely recognized as a world leader in the field of negotiation and negotiation research, the Program on Negotiation is an interdisciplinary, multi-university research center based at Harvard Law School. Scholars from Harvard, MIT and Tufts develop negotiation principles and skills and share them in innovative courses that help train global leaders.

Supporting the mission to improve the theory and practice of negotiation around the world, the Program on Negotiation (PON) at Harvard Law School has launched a new and innovative blended learning programme—PON Global. Kennedy Institute is honored to be working with Harvard to bring the programme, for the first time, to Dublin.

<https://www.pon.harvard.edu/category/pon-global/>

About the PON Global—Dublin Course

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You will learn from an on-site Harvard Law Lecturer, as well as from other leading PON faculty in video modules made especially for this course. You will also videoconference with faculty back in Cambridge, Massachusetts, who can answer your questions. Through this, you'll broaden your understanding of negotiating concepts, acquire proven negotiating techniques, and have the opportunity to put your learning into practice.

<https://www.maynoothuniversity.ie/edward-m-kennedy-institute/pon-global-dublin-0>

Course Details

Venue

Carton House
Maynooth
Co. Kildare
Ireland



Dates

6th, 7th, 8th December, 2017

Who Should Attend

The PON Global course attracts a diverse audience from both the private and public sectors. Participants span a wide range of titles and industries. Those who attend typically include: Chief Executive Officers, Company Presidents and Officers, Board Chairs and Board Members, Executive Directors, Managing Directors, Directors of Operations, Human Resources, Purchasing, Marketing, and Sales Managers, Lawyers, Solicitors, Mediators and Programme Directors within the civil and wider public service.

Certificate

Participants who attend all sessions and participate in all simulations will receive an official Certificate of Completion from the Program on Negotiation at Harvard Law School.

Registration

To apply to attend the course, please complete the online registration form located at <https://www.maynoothuniversity.ie/edward-m-kennedy-institute/pon-global-dublin-0>

Further Information

For more information on the course, including course content, tuition fees, etc., please refer to the Kennedy Institute website: <https://www.maynoothuniversity.ie/edward-m-kennedy-institute>

For more information on PON Global, please click here: www.pon.harvard.edu

Contact Us

For any queries, or to sign up for information on future PON Global—Dublin courses please contact ponglobal@mu.ie

