Module number	Module title		
24 – 26 (BW)	Specialised Elective Module:		
33 (EB)	Negotiations in the Business World		

Code	Semester	Number of WSH	Module offered
NBW	Depends on course programme	4	Changing Catalogue. Details can be found online.

Module coordinator	Tuition type	Module duration
Sylvie Degeorge, International Guest Lecturer, La Rochelle Business School	Seminar-style tuition with exercises	1 semester

Lecturer	Compulsory/Elective	Course language
Sylvie Degeorge, International Guest Lecturer, La Rochelle Business School	Elective	English

Access requirements

Course segment 2

Learning outcomes

The qualification goals mentioned below are subdivided into three dimensions. Each dimension corresponds to a target competence level. The following competence levels have been defined:

- Competence level 1 (awareness): cursory awareness of simple structures, only previously learned knowledge is tested

- Competence level 2 (comprehension): basic understanding of multiple structures up to deeper understanding of the relations between structures, learned knowledge is analysed, combined and applied

- Competence level 3(deep understanding and application): deeper understanding of the relations between structures up to independent transfer and extension of knowledge to new structures, learned knowledge is critically questioned and/or evaluated, interrelations between structures and their consequences are reflected and explained

The competence level of the respective qualification goal is represented by the corresponding number (1, 2 or 3) in the competence descriptions below.

On completing the module, the students will have achieved the following learning outcomes on the basis of scientific methods:

1. To acquire a basic understanding of conflicts and negotiations (1);

2. To acquire tools and techniques to negotiate in own conflicts (2);

3. To understand which processes are available in order to resolve conflicts oneself or through the help of third parties (2);

4. To develop communication competencies in order to reduce the risks of conflict in their own matters and to gain the ability to become an actor of conflict resolution (2)

5. To gain understanding for challenges due to cultural differences in negotiation situation (2)

Subject skills

Students will gain insights into the different definitions, concepts, and use this knowledge to practice negotiations & conflict resolution (2). Additionally, the students will acquire knowledge of various cultures which implicate additional challenges in cases of negotiations. This awareness will help them understand how to prevent or resolve potential conflicts (2). We will look at various countries: Based on the lecturer's experience, students will look at the cultural differences with France, USA & Singapore. Based on the students experiences, we will also look at other countries.

Method skills

Students will understand the different methods available to communicate and negotiate, and to deal with conflicts when the situation escalate (2). Practicing communication online will train the students to focus on their verbal communication skills (2). Praticing negotiations online and face-to-face will help them become more confident in negotiation (2). They will also become more agile in the use of video conferencing tools to share their ideas with their peers (2).

Social skills

Students will share their personal experiences and will work in groups on some negotiations. They will also be encouraged to share their cultural experiences: from leisure travel, intership and work in different countries as well as from personal encounters in their private environment (1).

Personal skills

Upon completion of the course, the student will acquire critical thinking skills, sustainable management skills, and communication skills (2). Students will acquire competences in communication and negotiation, which will help them deal more positively and amicably in society (2).

Content

This course offers a comprehensive introduction to negotiation in the business world, including basic concepts, definitions, and theories. In this course, conflicts will be examined, from the perspectives of the stakeholders and the person who contributes to the conflict resolution. Case studies will be discussed in class – with role playing exercises. The Covid crisis situation will also be discussed to evaluate its implications on negotiation (negotiation online, modern conflict resolution with AI). The emphasis will be on:

- Types of conflicts

- Behaviour & Emotions

- Communication

- Rules of negotiation

- Negotiation Styles: conflict management

- Stakeholders

- ADR (alternate dispute resolution)

  o Mediation

  o Arbitration

o Conciliation
• Reaching an agreement
• Ethics and fairness
• Cultural differences

Literature
<u>Required reading</u>
Will be announced in the course
<u>Recommended reading</u>
Will be announced in the course

Teaching and learning methods
Lectures, videos, in-class exercises, role plays, group projects. The students will also be encouraged to share their readings in class (presentation) or to exchange their readings reports
The class will be offered virtually via Zoom. Additionally, there will be an on-site workshop in Regensburg on **14/15 December 2023**. Planned times for the workshop are the regular course times on Thursday and 8:15-11:30 on Friday. Attendance at the workshop is mandatory!
Start: 26 October, before the start of the virtual sessions you will have to complete self-study modules in the corresponding ELO-course!

Type of examination/Requirements for the award of credit points	Each student will be expected to
	- read one book on negotiation and write a review (30% of final grade).
	- write a case study (50% of final grade)
	80% attendance as well as active participation is obligatory (20% of final grade).

Other information	Max. number of participants: 24
	Registration necessary. Details can be found in ELO.
	Lecture Times: Thursdays, 13:45-17:00.

ECTS Credits 5	**Workload** 150 hours Contact/attendance time: 60 h Additional work: 90 h	**Weighting of the grade in the overall grade** 5