MBA 726: Negotiation

Course Description

This course focuses on theory, processes, and practice of negotiation within and across organizations, including attention to ethical issues. Explores systematic ways to increase quality of negotiated agreements, including methods of preparation, effective communication, and various strategies to increase power. Format includes negotiation exercises, lecture, and discussion.

Course Objectives

After completing the course, learners will be able to:

- Demonstrate confidence when negotiating in various situations.
- Prepare an entire negotiation plan.
- Recognize and solve their own weaknesses when negotiating.
- Recognize negotiation tactics and describe how and why each works.
- Use various negotiation tactics correctly in order to obtain value in negotiation.

MBA Program Goals

Goals addressed in this course are in bold:

1. **Teaming & Leading** - Demonstrate the team leadership and interpersonal skills needed to form, lead, and work effectively on diverse organizational teams.
2. **Analytical Decision Making** - Demonstrate the ability to analyze uncertain complex management situations using appropriate tools, techniques, and information systems for decision-making.
3. Knowledge of Functional Business Disciplines- Demonstrate the ability to integrate knowledge from all functional areas of business into a meaningful firm-level perspective.
4. **Global Understanding** - Demonstrate a perspective on how businesses operate in the global environment.
5. **Communication Skills** - Demonstrate written, oral and presentations skills necessary to explain problems and solutions effectively and persuasively.
6. **Ethics and Social Responsibility** - Have a sense of professional and social responsibility in the conduct of managerial affairs.

 ASSIGNMENTS

1. **Personal Negotiation Plan and Analysis.** You will be tasked with negotiating something outside of class and then analyzing that experience. See Weeks 2, 3, and 8 on Blackboard for more information on the personal negotiation. *You should start thinking about this in Week 1 of the course.*
2. **Quizzes.** There will be several quizzes throughout the course that will cover the **reading material, the class discussions/lectures, and the class exercises** up to that date. These are all open book, open note, and are done individually.

3. Discussion Board Posts. Each week there are various discussion board posting on the readings. Also, there are a variety of activities in the course that require discussion board postings. Each discussion board post is graded.

4. Class Activities. You will have two class activities: EXPAT (Week 3) and the Personal Video Recording (Week 7). EXPAT is a negotiation you will complete with another classmate. The Personal Video Recording is something you make on your own, upload, and then share with the class. After each exercise you will also provide peer feedback. This will result in two postings for each activity = four postings total. These are all graded as discussion board posts but are worth **2x normal discussion board postings**.

5. Elqui Terra Case. This case is presented in Appendix 2 of the textbook. You will complete this assignment in a group. More information on this assignment is in Week 7 of Blackboard.

**A Note on Team Grades and Free Ridership.** All team members will get the same grade on each of the team assignments unless at least two people in the team decide to change to a peer performance appraisal system. Under such a system, members will rate one another’s contribution for each of the team assignments that your team chooses to invoke the peer appraisals on, and individual grades will be adjusted (both upward and downward) based on these ratings. If you decide to go with the peer performance appraisal system, prepare a document to that effect signed by at least two members of your team to be submitted with each team assignment(s) for which you wish to do this, and I will contact you for your evaluation of your fellow team members’ contributions. You cannot decide to do peer performance appraisal after you receive your grade. You must tell me and hand in the document with signatures of the majority of the team when the assignment is due.

**Grading**

<table>
<thead>
<tr>
<th>Assignments</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Personal Negotiation Plan 1st draft</td>
<td>10%</td>
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<tr>
<td>Personal Negotiation Plan 2nd draft</td>
<td>20%</td>
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<tr>
<td>Personal Negotiation Analysis</td>
<td>24%</td>
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<tr>
<td>Quizzes (5)</td>
<td>10%</td>
</tr>
<tr>
<td>Discussion Board Posts (8)</td>
<td>8%</td>
</tr>
<tr>
<td>Class Activities (4)</td>
<td>8%</td>
</tr>
<tr>
<td>Elqui Terra Case</td>
<td>20%</td>
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</tbody>
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**Required Materials**


**Behavioral Expectations**

**Honor code:** The honor code applies to all work required for this class. You are free to confer with other people when working on your assignments (except for the quiz and final exam), but the final decisions about the papers and the writing should be your own. Furthermore, because I may re-use some questions,
you may not show or discuss the quiz or examination with past or future MBA students. More information about the GMU honor code is given at oai.gmu.edu.

Sanctions

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<thead>
<tr>
<th>Type of Violation</th>
<th>First Offense</th>
<th>Second Offense</th>
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<tbody>
<tr>
<td>Plagiarism, Lying, Cheating on an assignment, homework, or including representing other’s work as your own</td>
<td>An F in the class</td>
<td>An F in the class and Dismissal from program</td>
</tr>
<tr>
<td>Egregious Violation [e.g., stealing an exam; passing on confidential course material; cheating on an exam, project, or otherwise violating specified rules for an exam or project; etc.]</td>
<td>An F in the class and Dismissal from program</td>
<td>An F in the class and Dismissal from program</td>
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**OTHER**

**Disability:** If you have a disability and you need academic accommodations, please see me and contact the Office of Disability Services (ODS) at 703-993-2474. More information about ODS is available at ds.gmu.edu.

**Counseling center:** George Mason University has a counseling center that can provide assistance if you find yourself overwhelmed by life, want training in academic or life skills, or the like. More information is available at 703-993-2380 or caps.gmu.edu.

**Writing center:** George Mason University has a writing center that can help you improve your English writing skills. More information is available at 703-993-1824 and writingcenter.gmu.edu.