



NEGOTIATION SKILLS



NEGOTIATION SKILLS

OVERVIEW

Negotiation is part of our everyday lives and is a skill set most commonly overlooked as essential outside the boardroom. Most people will use this program to gain an advantage in domestic or commercial negotiations from buying a house, asking for a salary increase or persuading a corporate giant to invest in them.

In this skills development programme participants will be able to understand the basic types of negotiations, the phases of negotiations, and the skills needed for successful negotiating. At the same time, participants will gain a sense of understanding their counterparts needs in a negotiation, learn how to avoid buyer's remorse and work with different personality types within a negotiation.

The intensive programme will provide techniques to work through deadlocks and persuade participants to negotiate beyond a "take it or leave it" position. Through practice and activities participants will learn more about their individual style of negotiation in relation to other negotiators.

The programme is designed to give participants preparation strategies and build confidence in their negotiation capabilities with a deeper understanding of how to maintain sustainable relationships and bring parties to the negotiating table.

WHO IS THIS FOR?

Any person that engages in negotiation for their organisation.

Corporate Participants include:

- Board members
- Executives involved in mergers, acquisitions or joint-venture negotiations
- Project managers
- Human resources managers
- Entrepreneurs

- Sales and procurement managers
- Audit and compliance managers
- Key-account managers
- Lawyers

OUTCOMES

Participants will, after completing the programme:

- Understand how to prepare for negotiation
- Understand the negotiation process
- Make realistic offers and counteroffers that create value for all
- Develop and execute negotiation strategies
- Working through deadlocks
- Evaluating risks in negotiations
- Proposing alternatives to negotiated agreements

MODULES

- The Negotiation Process
- Cultural Awareness of Different Negotiators
- Styles of Negotiation
- Negotiation Strategies of Different Personality Types
- Preparing to Negotiate
- Alternatives to a Negotiated Agreement
- Reality Testing and Risk Analysis
- Working Through Deadlocks in Negotiation
- Managing Emotions in a Negotiation
- Making Realistic Offers and Proposals
- Role Plays and Practicing Negotiation
- Class and Facilitator Feedback

DURATION

- 3 half days (4 hours each day)
- 13:00 – 17:00

VEERASH SRIKISON | FACILITATOR



Veerash Srikison is an admitted advocate and the founder of Fair Practice, a dispute resolution services organisation based in Johannesburg, South Africa. Fair Practice was founded in 2013 and is the 2022/2023 South African Prestige Business awards winner of the Mediation Firm of the Year.

Veerash is a Harvard School of Law trained mediator and negotiator and has presided as a judge in Civil/Commercial Mediation and Negotiation competitions globally. She is also a cum laude graduate of the Arbitration Foundation of South Africa (AFSA – University of Pretoria) in Alternate Dispute Resolution and is the lead trainer for Fair Practice and AFSA (Arbitration Foundation of South Africa) in mediation and negotiation skills.

Over the past 7 years she has trained over 500 professionals from all sectors, including executives, entrepreneurs, HR managers, presiding judicial officers, senior members of the Bar Council and delegates from the South African Defence Force, in Mediation, Negotiation and Conflict Management.

She has become a known speaker on all media platforms around the world, endorsing peace over conflict and the empowerment of the vulnerable through her work as a mediator and negotiator in high conflict disputes. Her media interviews can be found on the Fair Practice website.