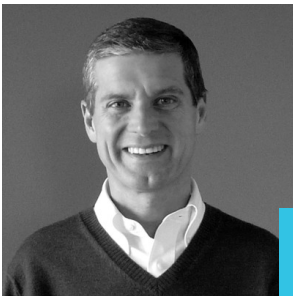


NEGOTIATION IN COMPLEX SOCIO-POLITICAL ENVIRONMENTS



Brian Ganson
University of Stellenbosch

June 8 - June 19

Monday - Friday
(6:30 am – 9:30 am)

***Saturday**
(9:00 am – 12:00 m)

Online

DESCRIPTION

This course takes a leadership perspective on negotiation. Combining exploration of barriers to conflict resolution with strategic approaches to overcoming these, it recognises that, in the complex realities of fragile and conflict-prone contexts, negotiations between even “private” parties cannot be divorced from the difficult social and political environments in which they unfold. The course thus provides students a conceptual and practical understanding of their potential to lead interest-based problem-solving in ways that reduce destructive conflict and increase collaborative potential between individuals and organizations.

OBJECTIVES

After successful completion of the course, the student will be able to: (a) Identify drivers and dynamics of conflict and collaboration; (b) Understand and position him- or herself in relationship to conflict at individual and societal levels; (c) Engage others in ways that that reduce conflict and increase collaborative potential; (d) Develop approaches to improved dialogue and interest-based problem solving in contexts of pronounced conflict; and (e) Become aware of, and take ethical responsibility for, « private » impacts on broader social and political dynamics.

METHODOLOGY

The course prioritizes rigorous inquiry over categorical answers for unpredictable and rapidly changing environments. It combines readings from a broad range of perspectives with practical analytic tools, case-based discussion, and in-depth role-plays. Lectures are kept to a minimum to promote student inquiry and peer learning. Group work, team formation and trust building are foundational to the learning outcomes of the course.

EVALUATION

Assessment consists of three components as described below and set out in greater detail in the assessment matrix that follows:

Class participation 25%

Group work, team formation and trust building are foundational to the learning outcomes of the course. It is therefore imperative that students all attend all of the course sessions, that they be fully present, and that they be fully prepared.

Learning Journal 25%

After each session, students will engage in personal reflections around themes assigned by the instructor. At the end of the course, students will collate and lightly edit for clarity these assigned reflections. These will be submitted together as the Learning Journal for assessment.

Final assignment 50%

Students will take on the role of a consultant to a party preparing for a substantial and difficult negotiation in a scenario growing out of the Equatania simulation (which has been introduced in the course). The specifics of the party and the negotiation will be assigned on the last day of class. As their final assignment, students will prepare a report for their client as follows, in total no more than 12 double-spaced pages (not including references), including a context analysis; conflict analysis; strategies for the negotiation; and collegial advice to the client as a negotiation leader. Each of these components will have been addressed and practiced as part of the course, so the final assignment serves as a consolidation and application exercise.

PRE-REQUISITES

Unless the University suggests otherwise, there are no prerequisites for the course.