



HANYANG UNIVERSITY

Hanyang International Winter School

Negotiation and Dispute Resolution

Professor: **Mark McShea**
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Home Univ.: Hanyang University
Dept.: College English Education Committee

Description:

This course primarily focuses on developing basic skills in relation to negotiation and dispute resolution. Students will be required to read the course textbook, *Essentials of Negotiation*, and will be responsible for presenting one chapter to the class in a formal group presentation. There will be three quizzes in order to check that reading assignments have been completed, and to check comprehension of the textbook and in-class presentations. The class structure will typically begin with a detailed presentation of one chapter in the textbook. Then the remaining class time, and the majority of class time, will be spent doing simulated negotiations related to the core concepts covered in the textbook. Most of the simulations come from the Program on Negotiation (PON). The Program on Negotiation is the leading negotiation research community in the world, and it largely consists of scholars and negotiation practitioners from Harvard Law School, MIT, and Tufts University. Every negotiation activity will require the process of preparing for the negotiation, engaging in the negotiation, and then reviewing the negotiation. Each negotiation activity will be reviewed (time permitting) individually, in groups, and as a class. There will be two negotiation plan writing assignments. These are before the mid-term and final negotiation simulations, and students must write a detailed plan of their negotiation strategy and tactics. Students should evaluate their performance after each negotiation activity, and are required to write a report (an objective and subjective review) about one in-class negotiation experience of their choice.

Objective:

The course aims to develop an advanced theoretical knowledge of the field of negotiation and dispute resolution through the reading and analysis of the course textbook, and to gain practical experience through the varied daily negotiation simulation activities and subsequent reflections. There will be a focus on studying and experiencing competitive bargaining, integrative negotiations, and how to thoroughly prepare for negotiations. We will also study about the roles of communication, power, ethics, relationships, multiple parties and teams, and international and cross-cultural issues in negotiations. There will be plenty of

opportunities to apply the newly learned negotiation theory through in-class communication activities and simulated negotiations. Students will be able to strategically plan for a diverse range of negotiations, and will be able to recognize and use bargaining tactics in negotiations. Additionally, students can learn about and reflect on their own negotiation characteristics, and hopefully make some long-lasting improvements. Importantly, it is a really interactive course whereby students are given the opportunity to learn through trial and error, and to really generate their own learning. In summary, the course aims to provide extensive theoretical knowledge and practical experience in the field of negotiation and dispute resolution, and to better prepare students for a broad variety of future negotiation circumstances.

Preparations: Essentials of Negotiation: Fifth Edition, Lewicki (2011)

Credits	3	Contact Hours	45
Schedule:	Week 1	Qualities of a Good Negotiator; The Nature of Negotiation and Identifying Internal Conflicts; Strategy and Tactics of Distributive Bargaining; Strategy and Tactics of Integrative Negotiation; Strategy and Planning, and Perception, Cognition, and Communication. Simulated negotiation activities 1-7 (including the mid-term negotiation). Textbook chapters 1-4 quiz.	
	Week 2	Finding and Using Negotiation Power; Ethics in Negotiation; Relationships in Negotiation; Multiple Parties and Teams; International and Cross-Cultural Negotiation and Best Practices in Negotiation. Simulated negotiation activities 8-14 (including the final negotiation). Remaining textbook chapter quizzes.	

Evaluation(%)	Midterm	Final	Attendance	Assignments	Participation	Etc.
	15	20	10	30	15	10