



MMBA8084

Negotiation: Theory and Practice

MGSM term 1, Intensive attendance, North Ryde 2020

Department of Management

Contents

| | |
|---|---|
| <u>General Information</u> | 2 |
| <u>Learning Outcomes</u> | 2 |
| <u>General Assessment Information</u> | 3 |
| <u>Assessment Tasks</u> | 3 |
| <u>Delivery and Resources</u> | 3 |
| <u>Unit Schedule</u> | 5 |
| <u>Policies and Procedures</u> | 6 |

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General Information

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|--|
| Unit convenor and teaching staff Lecturer Filip Hron filip.hron@mq.edu.au |
| Credit points 10 |
| Prerequisites (MGSM870 or MMBA8070) or (admission to GradCertMgtPostMBA or MAMed or MASurg or DAdvSurg or DAdvMed or GradDipSpSurg or GradDipSpMed or GradCertClinLship) |
| Corequisites |
| Co-badged status |
| Unit description Negotiation involves influencing how people think, perceive, feel and behave. We apply these skills in every interaction, whether in the business environment, with our family, or in the world of international politics. The path to improving our negotiation performance involves adopting a mindset conducive for negotiations, learning theories, and developing skills in executing the right behaviour at the right time. This subject will increase students' awareness of the complex dynamics in human interaction and decision-making. The subject will draw on multiple disciplines in order to provide students with key theories and frameworks for managing that complexity. Students will also build practical skills in preparing for, conducting, and reviewing negotiations. |

Important Academic Dates

Information about important academic dates including deadlines for withdrawing from units are available at <https://www.mq.edu.au/study/calendar-of-dates>

Learning Outcomes

On successful completion of this unit, you will be able to:

ULO1: Analyse and critique contemporary theories and frameworks in negotiation.

ULO2: Critically reflect on how assumptions, values, cognitive heuristics and cultural bias impact on negotiation sub processes such as decision making, goal setting, evaluating negotiated outcomes.

ULO3: Apply sophisticated problem-solving and collaboration skills in business and

workplace negotiations to enable value creation and then evaluate negotiation outcomes and processes, both as an individual and as a group.

ULO4: Apply stakeholder mapping processes to identify and realize the potential value, risks and likely consequences for all parties in a negotiation ecosystem.

Assessment Tasks

Coronavirus (COVID-19) Update

Assessment details are no longer provided here as a result of changes due to the Coronavirus (COVID-19) pandemic.

Students should consult [iLearn](#) for revised unit information.

[Find out more about the Coronavirus \(COVID-19\) and potential impacts on staff and students](#)

General Assessment Information

Extensions and Penalties:

No extensions will be granted. There will be a deduction of 10% of the total available marks made from the total awarded mark for each 24 hour period or part thereof that the submission is late (for example, 25 hours late in submission – 20% penalty). This penalty does not apply for cases in which an application for special consideration is made and approved. No submission will be accepted after solutions/results/feedback have been posted.

Delivery and Resources

Coronavirus (COVID-19) Update

Any references to on-campus delivery below may no longer be relevant due to COVID-19.

Please check here for updated delivery information: https://ask.mq.edu.au/account/pub/display/unit_status

Recommended Textbook

This subject does not have a prescribed textbook. For background reading or further reading, students are encouraged to consult some of the following books (some of which may be available at our Macquarie University Library):

- **Hron, F., York, S., Blažek, L.** (2013), Negotiation Evolved: Increase rapport, trust, value, understanding, agreement, commitment and satisfaction, Negotiation Evolved Trust, Sydney ISBN: 9780992341206
- **Fisher, R., Ury, W., Patton, B.** (2011), Getting to Yes: Negotiating Agreement Without Giving In, Penguin Books, 2nd ed ISBN:9780143118756

- **Fisher, R., Brown, S.** (1989), Getting Together: Building Relationships As We Negotiate, Penguin Books **ISBN:** 9780140126389
- **Fisher, R., Shapiro, D.** (2007), Building Agreement: Using Emotions as you Negotiate, Random House **ISBN:** 9781905211081
- **Ury, W.** (1993), Getting Past No: Negotiating in Difficult Situations, Bantam **ISBN:** 9780553371314
- **Lax, DA., Sebenius, JK.** (2006), 3-d Negotiation: Powerful Tools to Change the Game in Your Most Important Deals, Harvard Business Review Press **ISBN:** 9781591397991
- **Bazerman, MH., Neale, M.** (1994), Negotiating Rationally, Free Press **ISBN:** 9780029019863
- **Kohn, A.** (1993), No Contest: The Case Against Competition, Houghton Mifflin, 2nd ed **ISBN:** 9780395631256
- **Thompson, LL.** (2014), The Mind and heart of the Negotiator, Pearsons, 6th ed **ISBN:** 9780133571776
- **Lewicki, RJ, Barry, B.** (2014), Negotiation, McGraw-Hill Education, 7th ed **ISBN:** 978007802944

Where to purchase textbook?

The Coop Bookshop: The Coop Bookshop is our main retailer for textbooks and other related academic material. For information on textbook prices and online ordering, please refer to The Co-Op Bookshop webpage at <http://www.coop.com.au>

Disclaimer: Macquarie Business School does not take responsibility for the stock levels of required textbooks from preferred retail outlets and other book retailers. While we advise our preferred book retail outlet, The Co-op Bookshop, of our maximum expected number of students purchasing specific required text each term, The Co-op Bookshop and other book retailers will make their own judgement regarding their physical holding stock levels. To prevent disappointment if a textbook is out-of-stock, we highly advise students to order their textbooks as early as possible, or if the required textbook is currently out-of-stock, place an order with the book retailer as soon as possible so that these book retailers can monitor demand and supply, and adjust their stock orders accordingly.

Technology

Access to a personal computer is required to access resources and learning material from iLearn.

iLearn - Your class online learning resources page

The web page for this unit can be found at: <https://ilearn.mq.edu.au/>. You must be enrolled in this class to see the class iLearn page.

Lecture Slides

Lecture Slides will be provided to students only in soft-copy format via the class iLearn page. You must be enrolled in this class to see these items in the class iLearn page.

Readings

Readings are case studies, journal articles and news articles that your lecturer will prescribe for you to read. These will be provided to students only in soft-copy format via the class iLearn page. You must be enrolled in this class to see these items in the class iLearn page.

Unit Schedule

Coronavirus (COVID-19) Update

The unit schedule/topics and any references to on-campus delivery below may no longer be relevant due to COVID-19. Please consult [iLearn](#) for latest details, and check here for updated delivery information: https://ask.mq.edu.au/account/pub/display/unit_status

Please only attend the class you are enrolled in as reflected in your e-Student account. This unit will be presented over 10 sessions as follows.

Class sessions are scheduled from: Please look at the MGSM timetable for **class dates and times** (<https://students.mgsm.edu.au/sydney-students/units/timetables>).

(The proposed program might be subject to some minor changes as the term progresses (TBA)).

| Session | Topic |
|---------|--|
| 1 | Complexity in Negotiation |
| 2 | The Seven Elements of Negotiation |
| 3 | Traditional Strategies |
| 4 | Managing Relationships in Negotiation |
| 5 | Creating Value in Negotiation |
| 6 | Persuasion, Rationality and Cognitive Biases |
| 7 | Simulation |
| 8 | Simulation Debriefing |
| 9 | Managing Difficult Behaviours and Emotions |

| Session | Topic |
|---------|--|
| 10 | Special Interest Topics in Negotiation |

Policies and Procedures

Macquarie University policies and procedures are accessible from [Policy Central](https://staff.mq.edu.au/work/strategy-planning-and-governance/university-policies-and-procedures/policy-central) (<https://staff.mq.edu.au/work/strategy-planning-and-governance/university-policies-and-procedures/policy-central>). Students should be aware of the following policies in particular with regard to Learning and Teaching:

- [Academic Appeals Policy](#)
- [Academic Integrity Policy](#)
- [Academic Progression Policy](#)
- [Assessment Policy](#)
- [Fitness to Practice Procedure](#)
- [Grade Appeal Policy](#)
- [Complaint Management Procedure for Students and Members of the Public](#)
- [Special Consideration Policy](#) (**Note:** *The Special Consideration Policy is effective from 4 December 2017 and replaces the Disruption to Studies Policy.*)

Students seeking more policy resources can visit the [Student Policy Gateway](https://students.mq.edu.au/support/study/student-policy-gateway) (<https://students.mq.edu.au/support/study/student-policy-gateway>). It is your one-stop-shop for the key policies you need to know about throughout your undergraduate student journey.

If you would like to see all the policies relevant to Learning and Teaching visit [Policy Central](https://staff.mq.edu.au/work/strategy-planning-and-governance/university-policies-and-procedures/policy-central) (<https://staff.mq.edu.au/work/strategy-planning-and-governance/university-policies-and-procedures/policy-central>).

Student Code of Conduct

Macquarie University students have a responsibility to be familiar with the Student Code of Conduct: <https://students.mq.edu.au/study/getting-started/student-conduct>

Results

Results published on platform other than [eStudent](#), (eg. iLearn, Coursera etc.) or released directly by your Unit Convenor, are not confirmed as they are subject to final approval by the University. Once approved, final results will be sent to your student email address and will be made available in [eStudent](#). For more information visit ask.mq.edu.au or if you are a Global MBA student contact globalmba.support@mq.edu.au

Student Support

Macquarie University provides a range of support services for students. For details, visit <http://students.mq.edu.au/support/>

Learning Skills

Learning Skills (mq.edu.au/learningskills) provides academic writing resources and study strategies to help you improve your marks and take control of your study.

- [Getting help with your assignment](#)
- [Workshops](#)
- [StudyWise](#)
- [Academic Integrity Module](#)

The Library provides online and face to face support to help you find and use relevant information resources.

- [Subject and Research Guides](#)
- [Ask a Librarian](#)

Student Services and Support

Students with a disability are encouraged to contact the [Disability Service](#) who can provide appropriate help with any issues that arise during their studies.

Student Enquiries

For all student enquiries, visit Student Connect at ask.mq.edu.au

If you are a Global MBA student contact globalmba.support@mq.edu.au

IT Help

For help with University computer systems and technology, visit http://www.mq.edu.au/about_us/offices_and_units/information_technology/help/.

When using the University's IT, you must adhere to the [Acceptable Use of IT Resources Policy](#). The policy applies to all who connect to the MQ network including students.