



MMBA8084

Negotiation: Theory and Practice

MGSM term 4, Special circumstance 2020

Department of Management

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Disclaimer

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Notice

As part of [Phase 3 of our return to campus plan](#), most units will now run tutorials, seminars and other small group learning activities on campus for the second half-year, while keeping an online version available for those students unable to return or those who choose to continue their studies online.

To check the availability of face-to-face and online activities for your unit, please go to [timetable viewer](#). To check detailed information on unit assessments visit your unit's iLearn space or consult your unit convenor.

General Information

Unit convenor and teaching staff

Unit Convenor

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.

General Assessment Information

Late Assessment Policy:

Late assessment submissions must be submitted through the appropriate submission link in [iLearn](#). No extensions will be granted unless an application for [Special Consideration](#) is made and approved. 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. Late submissions will not be accepted after solutions have been discussed and/or made available.

Note: applications for [Special Consideration Policy](#) must be made within 5 (five) business days of the due date and time.

Assessment Tasks

Name	Weighting	Hurdle	Due
Negotiation Report	30%	No	Two weeks after the last class
Negotiation Case Study	50%	No	Four weeks after the last class
Learning Journal	20%	No	Five weeks after the last class

Negotiation Report

Assessment Type ¹: Report

Indicative Time on Task ²: 10 hours

Due: **Two weeks after the last class**

Weighting: **30%**

Syndicate teams engage in a negotiation simulation. At the conclusion, teams write a formal debrief in the form of a 2,500-word report that analyses outcomes and processes. Groups must diagnose and identify the key repeatable lessons that will inform their future negotiation strategies. Each individual student will contribute fully to the group assignment. Their individual contribution will be assessed in addition to the overall group report. Due at the completion of the second block.

On successful completion you will be able to:

- Analyse and critique contemporary theories and frameworks in negotiation.
- 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.

- 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.

Negotiation Case Study

Assessment Type ¹: Essay

Indicative Time on Task ²: 30 hours

Due: **Four weeks after the last class**

Weighting: **50%**

Students are to develop a 2,500-word case study of a recent negotiation and then apply a negotiation framework or theory to the case. By applying the theory or framework students should develop new insights into the negotiation and then assess the utility (applicability) of the theory or framework. Due towards the end of the study period.

On successful completion you will be able to:

- Analyse and critique contemporary theories and frameworks in negotiation.
- 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.
- 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.

Learning Journal

Assessment Type ¹: Field book

Indicative Time on Task ²: 15 hours

Due: **Five weeks after the last class**

Weighting: **20%**

Students are assessed for their class participation and through the submission of a 1,000 word learning journal that must be developed throughout the entire term. Journals should be written following double-loop learning principles such as action, reflection, adjustment and refinement and future action planning.

On successful completion you will be able to:

- 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.

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

¹ If you need help with your assignment, please contact:

- the academic teaching staff in your unit for guidance in understanding or completing this type of assessment
- the [Writing Centre](#) for academic skills support.

² Indicative time-on-task is an estimate of the time required for completion of the assessment task and is subject to individual variation

Delivery and Resources

Required text	Articles that constitute the required readings are provided via the links on the iLearn Unit page
Unit web page	The web page for this unit can be found at: https://ilearn.mq.edu.au/login/
Technology Used and Required	Students are required to have access to a personal computer and familiarise themselves with iLearn (https://ilearn.mq.edu.au/login/). iLearn will be used to post lecture slides, assessment details, student grades and as a means of communication between staff members and students.
Delivery Format and Other Details	<ul style="list-style-type: none">• Number and length of classes: This class is taught over two blocks. The first block runs Fri-Sun, and the second block runs two weeks later from Sat-Sun. Each day consists of two 4-hour classes, each including lecture and seminar activities. Classes may vary due to public holiday(s).• The timetable for classes can be found on the University web site at: http://www.timetables.mq.edu.au/
Recommended readings	Required readings are provided via the links on the iLearn Unit page. Recommended readings are listed on the iLearn Unit page.
Inherent Requirements	Recording of lectures (audio/video/photo) is not permitted

Unit Schedule

Please see iLearn.

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](http://staff.mq.edu.au/work/strategy-planning-and-governance/university-policies-and-procedures/policy-central) (<http://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.