MGMT8025

Negotiation and Conflict Resolution

Session 2, Special circumstance 2020

Department of Management

Contents

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
Troy Sarina
troy.sarina@mq.edu.au

Credit points
10

Prerequisites
80cp including (MGNT606 or MGMT6006 or MGNT608 or MGMT6008)

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 skill 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 in a wide range of different contexts. 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: Identify and apply negotiation theories and strategies to solve problems.

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

ULO3: Deconstruct and evaluate negotiation outcomes and processes by applying a multi-disciplinary framework to aid a holistic negotiation debrief.

General Assessment Information

Late Assessments must also be submitted through the relevant submission link on iLearn. 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 incurs a 20% penalty). Late submissions will be accepted up to 96 hours after the due date and time.

This penalty does not apply for cases in which an application for Special Consideration is made and approved. 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
Case Study	50%	No	Week 7
Negotiation Report	30%	No	Week 11
Learning Journal	20%	No	Week 13

Case Study

Assessment Type [1]: Case study/analysis
Indicative Time on Task [2]: 30 hours
Due: **Week 7**
Weighting: **50%**

Develop a 2,000 word case study of a recent negotiation you were involved in, observed as a stakeholder or supporter, or that you have studied from recent events or even from history (provide a short introduction describing the negotiation at the start of your paper). Your paper should then set up an analytical framework or apply a theory that explains some element of negotiation and use that framework to analyse the case. This paper asks you to 'test' or apply the framework or theory in what is to be an analytical case analysis. Your paper should build to convincing and well-drawn conclusions about both the framework/theory and the case.

On successful completion you will be able to:
• Identify and apply negotiation theories and strategies to solve problems.
• Critically reflect on how assumptions, values, cognitive heuristics and cultural bias impact on negotiation sub processes such as decision making, goal setting and evaluating negotiated outcome.

- Deconstruct and evaluate negotiation outcomes and processes by applying a multi-disciplinary framework to aid a holistic negotiation debrief.

Negotiation Report

Assessment Type [1]: Report
Indicative Time on Task [2]: 20 hours
Due: **Week 11**
Weighting: **30%**

In this 2,500 word report syndicate teams must write a formal debrief (one per team) about their team's approach to a negotiation simulation carried out in the course and draw out the key lessons for the team. You will be assessed on your ability to apply the insights covered, to diagnose and identify the key repeatable process lessons that will inform your future strategies. The focus is on what your team, not the counter party, needs to do differently to improve outcomes. Students will be assessed on their individual contribution to the group task.

On successful completion you will be able to:
- Identify and apply negotiation theories and strategies to solve problems.
- Critically reflect on how assumptions, values, cognitive heuristics and cultural bias impact on negotiation sub processes such as decision making, goal setting and evaluating negotiated outcome.

Learning Journal

Assessment Type [1]: Reflective Writing
Indicative Time on Task [2]: 15 hours
Due: **Week 13**
Weighting: **20%**

Students will receive a mark based on their submission of a 1,000 word learning journal toward the end of the session. Students will be required to discuss pivotal ideas or concepts they have learnt from the unit and indicate how they intend to embed these learning into negotiation practice.

On successful completion you will be able to:
- Identify and apply negotiation theories and strategies to solve problems.
- Critically reflect on how assumptions, values, cognitive heuristics and cultural bias

impact on negotiation sub processes such as decision making, goal setting and evaluating negotiated outcome.

- Deconstruct and evaluate negotiation outcomes and processes by applying a multi-disciplinary framework to aid a holistic negotiation debrief.

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[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	None. Suggested readings and texts will be available through the Leganto tile on iLearn
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	The timetable for classes can be found on the University web site at: http://www.timetables.mq.edu.au/
Recommended readings	Recommended readings are provided via the links on the iLearn Unit page
Inherent Requirements	None

Unit Schedule

Please refer to 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). 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). 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).

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.