MMBA8084

Negotiation: Theory and Practice

Term 1, In person-scheduled-weekday, North Ryde 2023

Department of Management

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General Information

Unit convenor and teaching staff
Jun Gu
jun.gu@mq.edu.au

Credit points
10

Prerequisites
(MGSM870 or MMBA8070) or (admission to GradCertBusAdmin or GradDipBusAdmin or GradCertMgtPostMBA or MAMed or MASurg or DAdvSurg or DAdvMed or GradDipSpSurg or GradDipSpMed or GradCertClinLship)

Corequisites

Co-badged status

Unit description
Negotiation is the art and craft by which decisions are made, agreements reached, and disputes resolved between two or more parties. This unit is designed to help you master complicated interpersonal and emotional dynamics in negotiation, manage conflicts with more comfort and confidence, and reach richer and sustainable solutions to difficult problems. This unit integrates experiential learning techniques with cutting-edge research and top negotiation cases to foster deep learning. You will be guided through all key stages in the negotiation process so that you may master value-creating mindset and skills. You will also identify your individual negotiation style and strength, and learn to adapt them across different situations.

This unit is geared toward helping negotiators consistently achieve superior results, whether in business deals, critical conversations or when settling disputes. This unit will help you achieve key outcomes as well as building important professional relationships and network.

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

<table>
<thead>
<tr>
<th>Name</th>
<th>Weighting</th>
<th>Hurdle</th>
<th>Due</th>
</tr>
</thead>
<tbody>
<tr>
<td>Negotiation Team Report</td>
<td>30%</td>
<td>No</td>
<td>Week 10</td>
</tr>
<tr>
<td>Negotiation Concept and Analysis</td>
<td>30%</td>
<td>No</td>
<td>Week 7</td>
</tr>
<tr>
<td>Personal Negotiation Analysis</td>
<td>40%</td>
<td>No</td>
<td>Week 10</td>
</tr>
</tbody>
</table>

**Negotiation Team Report**

<table>
<thead>
<tr>
<th>Assessment Type</th>
<th>1: Report</th>
</tr>
</thead>
<tbody>
<tr>
<td>Indicative Time on Task</td>
<td>2: 10 hours</td>
</tr>
<tr>
<td>Due</td>
<td><strong>Week 10</strong></td>
</tr>
<tr>
<td>Weighting</td>
<td>30%</td>
</tr>
</tbody>
</table>

Students will form groups to complete a multi-round team negotiation exercise throughout this unit. At the conclusion, each team will submit a report (up to 2,000 words) to critically diagnose negotiation strategies, dynamics, and outcomes, and identify key repeatable lessons to inform future negotiations.

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 Concept and Analysis

Assessment Type: Essay
Indicative Time on Task: 15 hours
Due: Week 7
Weighting: 30%

Analysis of up to 1,500 words. This assessment evaluates students’ ability to accurately describe real-life negotiation experiences and critically analyse them by applying the negotiation theories and concepts learned in this unit.

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.

Personal Negotiation Analysis

Assessment Type: Essay
Indicative Time on Task: 20 hours
Due: Week 10
Weighting: 40%

Analysis of up to 2,000 words. This assessment evaluates students’ ability to critically reflect on and analyse personal negotiation style, strengths, and weaknesses.

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

**Policies and Procedures**

Macquarie University policies and procedures are accessible from Policy Central (https://policies.mq.edu.au). 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
- Assessment Procedure
- Complaints Resolution Procedure for Students and Members of the Public
- Special Consideration Policy

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

To find other policies relating to Teaching and Learning, visit Policy Central (https://policies.mq.edu.au) and use the search tool.

**Student Code of Conduct**

Macquarie University students have a responsibility to be familiar with the Student Code of Conduct: https://students.mq.edu.au/admin/other-resources/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
Academic Integrity
At Macquarie, we believe academic integrity – honesty, respect, trust, responsibility, fairness and courage – is at the core of learning, teaching and research. We recognise that meeting the expectations required to complete your assessments can be challenging. So, we offer you a range of resources and services to help you reach your potential, including free online writing and maths support, academic skills development and wellbeing consultations.

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

The Writing Centre
The Writing Centre provides resources to develop your English language proficiency, academic writing, and communication skills.

- Workshops
- Chat with a WriteWISE peer writing leader
- Access StudyWISE
- Upload an assignment to Studiosity
- Complete the 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
Macquarie University offers a range of Student Support Services including:

- IT Support
- Accessibility and disability support with study
- Mental health support
- Safety support to respond to bullying, harassment, sexual harassment and sexual assault
- Social support including information about finances, tenancy and legal issues

Student Enquiries
Got a question? Ask us via AskMQ, or contact Service Connect.
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.