NEGOTIATING YOUR WAY TO SUCCESS

Dates
November 6 - 10, 2017

Programme Directors
Prof. B. N. Srivastava & Prof. Chetan Joshi

Venue
Management Development Centre (MDC), IIM Calcutta Campus
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INTRODUCTION:
In the modern world of business, negotiating is found to be the most common reality of managerial life. Negotiating successfully is indeed the key to successful business. Managers therefore need to be aware of the dynamics of negotiation, understand negotiation strategies, psychological processes in negotiation and re-negotiation and learn the behavioural skills for negotiating their way to success.

OBJECTIVES:
Think if you ever thought this way -
“I don't know how to approach certain problems and therefore I approach them in the same way.”
“My good intention is not always understood by my boss, subordinates, or by my colleagues”
“I often have to explain more than once to others”
“I often end up negotiating trivial matters”
“I have to learn how to say no and win”
If you have some of the above concerns, you are most welcome to join the programme as this programme will address these issues and much more. At the end of the programme, you will have the skills and knowledge to negotiate for the company and for yourself and it will make you a more effective manager irrespective of function or business type or national and cultural context.

Please remember that no matter what your job is, socially and professionally, you negotiate almost everyday. And you need to be aware of various strategic options available. This programme will provide these options and prepare you for various implementation and re-negotiation problems.

KEY TOPICS:
The Programme will focus on the following areas:

a) Dynamics of Negotiating:
This is the basic module. The Programme will draw the attention of participants to observe the basic processes in interpersonal and organisational negotiations.
These processes are: communicating, influencing, managing differences, decision making and problem solving. Participants will experience how their perceptions, feelings and behaviours affect and are affected by the other party’s perceptions, feelings and behaviours in negotiation situations.

b) Skills for Negotiating Your Way to Success:
The Programme aims to develop both micro and macro skills in negotiation transactions. Both cognitive and behavioural skills will be highlighted. Cognitive skills deal with hindsight, insight, foresight and explicit information processing requirements and behavioural skills are specifically instrumental in leading your motivations and intentions to the path of successful negotiation.

c) Negotiation Strategies and Tactics:
The Programme will identify the types of negotiation strategies and tactics; what each strategic move entails in terms of its advantages and disadvantages; when to use a particular strategy and why.

d) Renegotiation a contract:
The programme will identify issues involved in deciding termination of a contract as originally stipulated under strict conditionality for failure to fulfill obligations of the other party and/or to re-negotiate the deal with same or different party.

e) Role of Culture in Negotiating International Alliances:
There are differences in the managerial and negotiating behaviours managers in different countries. These cultural differences play a significant role in international business negotiations. The Programme will help managers to be aware of these cultural differences and practices which have great relevance for negotiating international; alliances and joint ventures.

PEDAGOGY:
A mix of learning methods compatible with the modular approach will be followed. These include use of diagnostic instruments, structured exercises, group discussions and games.
WHO MAY ATTEND:
The Programme as such is useful for all managers with 5 years of experience, irrespective of their functions, hierarchical position and business involvement - be it in the private/public sector organisations, multinational companies or government organisations.

CEOs, owner managers, financial institution managers and corporate business heads or functional heads who are directly involved in major / high value negotiation would find the course especially beneficial. We believe that an organisation will get an optimum return from this programme by sponsoring a team of 2 - 4 managers who have responsibility for inter-departmental, inter-divisional or inter-organisational negotiations.

PROGRAMME DIRECTORS/FACULTY:

**Prof. B. N. Srivastava** has been conducting the Program since 1981. He is a senior faculty member of IIMC in the Organizational Behavior area group. He has published many papers in national and international journals and conferences in the areas of organisational behaviour, organisational theory and international management He is an active trainer and a consultant for a number of large public and private sector companies in India. He has co-authored a book on International Management: Concepts and Cases, 1997, which received The Escorts Award for the Best Management Book of the year.

**Prof. Chetan Joshi** is a faculty member in the Organizational Behavior area group at IIMC. He holds an MBA from University of Roorkee and a doctorate in management from Richard Ivey Business School, University of Western Ontario, Canada. His award winning research has been presented at international conferences such as the Administrative Sciences Association of Canada, Society for Industrial and Organisational Psychology, International Congress of Psychology and the Academy of Management. He has developed simulations and exercises which have been showcased at the annual conferences of the OBTS Teaching Society for Management Educators. His co-authored case study and teaching notes are available from Harvard Business School Publishing.

**Prof. Dilip K. Lahiri** has over 50 years of experience as a Behavioural Science teacher, trainer, researcher and consultant. After serving as Professor of Behavioural Science at IIMC for nearly thirty years, he served as Professor at Academy of Management Excellence at Chennai and as Emeritus Professor at T.A. Pai Management Academy Manipal. He is the Founder Dean of Indian Society for Applied Behavioural Science.

For clarifications on the content of the programme: Please contact Prof. B. N. Srivastava (Mobile: 9830178165; Email: bnsri@iimcal.ac.in) or Prof. Chetan Joshi (Mobile: 9432013296; Email: chetan@iimcal.ac.in).

PROGRAMME DURATION: **November 6 - 10, 2017**

Programme Commencement : 9:00 AM on November 6, 2017
Programme Conclusion : 2:00 PM on November 10, 2017

**Venue:** Management Development Centre (MDC), IIM Calcutta campus

• For Residential participants, accommodation is arranged from the evening of November 5, 2017.
• The Reception at MDC is manned round the clock.
• The Programme will be over by 2.00 p.m. on the last day. Participants are requested to make their travel plan accordingly.

PROGRAMME FEES:

• The Programme fee for each residential participant will be ₹ 75,000 plus applicable taxes and cess, which will cover the cost of board and lodging, course delivery, programme kit, course materials, etc.
• We would strongly encourage candidates to enroll as Residential participants, as the experience of an MDP is optimized in a full-immersion mode. Still, in case a candidate wishes to apply on a Non-Residential basis, the Programme fee for such participant will be ₹ 10,000 less than the Residential fee. Taxes and cess will be charged as applicable.

**Discount on Programme fees:** A discount of 10% on the Programme fees can be availed by an organisation if it nominates at least 4 participants for a particular MDP.
Please Note:

- Programme fees are to be paid in ‘Advance’, prior to the commencement of the MDP.
- Participants would have to make their own travel arrangements.
- Accommodation at IIMC will be provided till 2.00 p.m. on the last day of the Programme. Participants staying beyond this time will have to bear additional stay and food charges, which they have to settle directly with the hospitality service provider, conditional upon room availability.
- In case the programme is being cancelled by IIMC, programme fees will be refunded in full to the organisation/person concerned.
- Executive Education Alumni: With effect from April 1, 2017, participants of IIM Calcutta’s ‘Open’ MDPs who attend 20 days of learning through two or more Open MDPs will be eligible to apply for ‘Executive Education Alumni of IIM Calcutta’ status.

HOW TO APPLY:

You can apply/nominate your personnel by clicking on the “Apply Now” link corresponding to the particular MDP, as appearing on our online calendar available at: https://iimcal.ac.in/mdp/mdp-calendar

Kindly fill in this online form mentioning full details of the participant(s), sponsoring authority/organization, and other specifics. Upon submission of the online form, you will receive an auto generated acknowledgement mentioning a tentative date by which you may expect to hear from us regarding your selection.

The nomination(s) will be forwarded to the Programme Director(s) for her/his/their necessary consideration. Once the candidature(s) is(are) approved, the sponsoring authority or participant (in case of self-nomination) will be intimated over email along with the invoice. Payment must be processed within ten days of receipt of the invoice.

Please note that confirmation of participation is subject to receipt of Programme fees by CMDP Office before Programme commencement.

Programme fees can be remitted online through Electronic Fund Transfer through NEFT/RTGS. The details of making the payment can be found in the invoice email.

Upon remitting the fees online, kindly intimate the CMDP office with the UTR No./relevant transaction details through email, so that we can connect your remittance to your nomination(s).

As on occasions, the number of applications is more than what we can accommodate, it would be ideal to submit your nominations 6 to 8 weeks prior to the MDP commencement.

Greater preference would be provided to firms that nominate four or more participants.