



Justice Institute of British Columbia COURSE OUTLINE

Course Code: ABLD204
Course Title: Dispute Resolution Level 4: Effective Negotiation
Prerequisite Courses: Aboriginal Leadership Certificate and ABLD203
Sponsoring Division: Centre for Aboriginal Programs & Services
Previous Course Code & Title: Same
Course Effective Date:

# of Credits:	3
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Course Description:

This course will explore the theoretical concepts and practice of effective negotiation, either as an individual or as a member of a team. The BC treaty process will provide a framework to explore the principles and practices of team-based negotiation. Individuals will draw on personal experiences to refine and develop their own negotiation skills. Traditional approaches to negotiation often promote competitive tactics, resulting in unsatisfactory outcomes for one or both parties. In this course the learner will acquire the skills required for effective negotiation, including: assessing the alternatives and building a climate of collaboration, in order to get beyond resistance

Course Goal(s):

The learners will develop the skills to collaboratively negotiation either as an individual or as member of a team.

Course Learning Objectives:

Upon successful completion of this course, participants will be able to:

- Define interest-based negotiations
- Differentiate between issues, interests, and positions.
- Differentiate between interest-based and positional negotiating.
- Determine situations in which negotiating is appropriate.
- Develop a culturally defined strategy to prepare for a negotiation.
- Employ basic empathy, asserting, paraphrasing, summarizing and questioning to support a culturally defined approach
- Identify and use interests of both parties as a basis for negotiation and develop options
- Describe how objective criteria can be used in a negotiation.
- Use a collaborative problem-solving process that supports interest-based negotiation
- Create alternative negotiation strategies
- Analyze intergovernmental negotiation strategies



Course Topics/Content:

1. **Methods of Dispute Resolution**
 - When you Negotiate
 - Alternatives to negotiating.
 - Characteristics of effective negotiators within a dominant culture.
2. **Collaborative Negotiation Model**
 - Beliefs underlying a collaborative interest-based approach.
 - Models of interest-based negotiation.
 - Models of culturally defined negotiation.
3. **Preparing to Negotiate**
 - Setting the framework to determine what is not negotiable
 - Atmosphere
 - Context
 - Clarifying the issue
 - Identifying the issue
 - Framing the Issue
 - Issues and sub-issues
 - Creating the Agenda.
 - Exploring interests
 - Reviewing Positions and Interests
 - Reviewing and acknowledging identity needs
 - Building Agreement
 - Consequences of not reaching an agreement
 - Brainstorming
 - Questioning
 - Alternatives to questions
 - Assertive Expression.
4. **Encouraging Others to Negotiate**
 - The relationship between positions and interests
 - The relationship between positions and identity needs
 - The relationship between interests and identity needs
 - Summarizing
5. **Treaty Negotiations**
 - History of Treaty Negotiations in Canada
 - History of Treaty Negotiations in BC
6. **Fundamentals of Current Treaty Negotiations in BC**
 - The Nisga'a Treaty
 - Treaty 8
 - The Douglas Treaty

Text and Resource Materials:

Required:



Cohen, R. (1997). *Negotiating Across Cultures: International Communication in an Interdependent World*. Washington: US Institute of Peace.

Ting-Toomey, S. and Oetzel, J.G. (2001). *Managing Intercultural Conflict Effectively*. Thousand Oaks, California: Sage Publications.

Recommended:

Rothman, J. (1997). *Resolving Identity Based Conflict in Nations, Organizations and Communities*. San Francisco: Jossey-Bass.

Course Level:

	First Year	X	Second Year		Third Year		Fourth Year
	Other (describe):						

Equivalent Course(s) within the JIBC:

Class Delivery Methods:

Some courses are delivered using a range of methods within one class (course section) or alternative methods in different classes. Please outline the most common delivery options used for this course. The total class hours should be the same for each option.

Delivery Methods	Class Option A (Hours)	Class Option B (Hours)	Class Option C (Hours)	Class Option D (Hours)
Classroom/Lecture/Discussion	42			
Simulation/Lab				
Practicum/Fieldwork				
Online				
Correspondence				
Total Class Hours	42			

Comments on Delivery Methods:

Face to Face

Related Program(s): (where applicable)

Credit Transfer exists at: (List Institutions with official transfer agreements and name equivalent courses)



Course Grading System:

Check the system that applies to this course:

X	Letter Grades		Percentage		Pass/Fail		Credit/No Credit
	Complete/Incomplete		Attendance Only		Not Applicable		

Passing Grade:	C
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JIBC Standard Grading Scale for Letter, Grade Point and % Grades:

Letter Grade	Grade Points	% Range	Letter Grade	Grade Points	% Range
A+	4.33	90-100	C+	2.33	64-67
A	4.00	85-89	C	2.00	60-63
A-	3.67	80-84			
B+	3.33	76-79	C-	1.67	56-59
B	3.00	72-75	D	1.00	50-55
B-	2.67	68-71	F	0.00	0-49

Evaluation Activities and Weighing: (complete the %'s which apply – total must equal 100%)

Final Exam	30%	Assignments	30%	Project	%	Capstone Project	%
Midterm Exam	%	Portfolio	%	Participation	10%	Other	30%
Quizzes/Test	%	Simulations	%	Practicum	%	TOTAL	100%

Comments on Evaluation:

In order to receive an evaluation or grade, learners must participate in class, and complete the written assignments and exams.

Students who are unsuccessful in any formal evaluations may apply to the Program Coordinator for one opportunity to re-write it. Students must arrange to re-write the exam within 10 days of the original exam.

Other Course Guidelines, Procedures and Comments:

Late assignments will not be accepted for marking without prior permission of the lead faculty member. A student who misses assignments, quizzes, projects or exams, may, at the discretion of the lead faculty, complete the work missed.

View the Justice Institute of BC Policies listed below at:

[JIBC | About JIBC | Policies](#)

Access Policy
Harassment Policy
Prior Learning Assessment Policy
Student Code of Conduct

Academic Appeals Policy
Intellectual Property Rights Policy
Research on Human Subjects: Ethics
Student Records