

**Justice Institute of British Columbia**  
**COURSE OUTLINE**

<b>Course Code:</b>	<b>CCR513</b>
<b>Course Title:</b>	<b>Harnessing Negotiating Power (Blended)</b>
<b>Prerequisite Courses:</b>	Baccalaureate degree, JIBC Certificate in Conflict Resolution or equivalent
<b>School:</b>	Community and Social Justice
<b>Division/Academy/Centre:</b>	Conflict Resolution
<b>Previous Course Code &amp; Title:</b>	N/A
<b>Course First Offered:</b>	May 2012

<b># of Credits:</b>	<b>3.0</b>
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**Course Description:**

Negotiators exhibit a variety of skills exemplified by effective people in many realms and roles. Negotiating and facing conflict effectively, however, require more than the application of skills and techniques. Effective negotiators are: adaptable, willing to take risks, courageous, creative, focused, flexible, honest, intuitive, organized, persistent, reflective, resolute, resourceful, self aware, strategic and highly skilled. In this course, you will explore theory, self analysis, personal development, and the integration of skills, strategy and tools. Come ready to risk, and find out more about who you are and explore how to become more of who you are capable of being when negotiating.

**Course Goal(s):**

Increase self-awareness, preparedness, strategies, skills and flexibility when negotiating. The course will emphasize personal effectiveness and professional success when negotiating complex and challenging issues, and will equip learners to work towards achieving balance between process, content and relationships.

**Learning Outcomes:**

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

1. Effectively prepare, engage in, demonstrate adaptive strategies, and conclude a challenging negotiation
2. Critically analyze negotiating strengths, challenges, obstacles, cost benefit and external pressures
3. Undertake a detailed analysis of alternatives to a negotiated outcome for all parties

4. Consciously and strategically move between a range of negotiating styles to adapt to a variety of conditions
5. Demonstrate increasing personal awareness through the negotiation process
6. Evaluate negotiation outcomes and integrate into personal learning and practice

**Course Topics/Content:**

- The power of negotiating intention
- Sources of power in negotiation
- Personal triggers
- Personal criteria for negotiating success
- Detailed Batna/Watna/Swatna analysis
- Style shifting
- Detailed interests assessment
- Detailed exploration of Collaborative intent
- Collaboration and assertion when negotiating
- Exploring and dealing with Personal obstacles
- Willingness to risk
- Readiness
- Defining negotiating success
- Negotiating “tells”
- Self management when negotiating
- Responding to negotiating obstacles
- Negotiating tactics and strategies - collaborative and otherwise
- Cost/benefit analysis for negotiation
- Adaptive negotiation strategies

**Text and Resource Materials:**

**Required:**

**Recommended:**

**Course Level:**

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

**Equivalent Course(s) within the JIBC:** None

**Class Delivery Methods:**

Delivery Methods	Class Option A (Hours)	Class Option B (Hours)	Class Option C (Hours)	Class Option D (Hours)
Classroom/Lecture/Discussion	14			
Simulation/Lab	14			
Practicum/Fieldwork				
Online	14			
Correspondence				
<b>Total Class Hours</b>	<b>42</b>			

**Comments on Delivery Methods:**

As is usual with 3.0 credit 5<sup>th</sup> year courses, there are readings, research and assignments that will take place outside of classroom hours.

**Course Grading System:**

X	Letter Grades		Percentage		Pass/Fail
	Complete/Incomplete		Attendance Only		

<b>Passing Grade:</b>	C
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**Evaluation Activities and Weighting:**

Final Exam	%	Assignments	25%	Project	25%	Capstone Project	%
Midterm Exam	%	Portfolio	%	Participation	20%	Other	%
Quizzes/Test	%	Simulations	30%	Practicum	%	TOTAL	100%

**Comments on Evaluation Activities and Weighting:**

Assignment due dates must be met or marking penalties will be applied.

**Other Course Guidelines, Procedures and Comments:** None

View official versions of related JIBC academic regulations and student policies in the *JIBC Calendar* on the following pages of the JIBC website:

**Academic Regulations:**

<http://www.jibc.ca/programs-courses/jibc-calendar/academic-regulations>

Student Academic Integrity Policy  
Academic Progression Policy  
Admissions Policy  
Academic Appeals Policy  
Evaluation Policy  
Grading Policy

**Student Policies:**

<http://www.jibc.ca/programs-courses/jibc-calendar/student-policies>

Access Policy  
Harassment Policy – Students  
Student Records Policy  
Student Code of Conduct Policy

**JIBC Core Competencies**

The JIBC promotes the development of core and specialized competencies in its programs. Graduates of our programs will demonstrate high levels of competence in the following areas:

**Critical thinking**

Identify and examine issues and ideas; analyze and evaluate options in a variety of fields with differing assumptions, contents and methods.

**Problem solving**

State problems clearly; effectively and efficiently evaluate alternative solutions; choose solutions that maximize positive and minimize negative outcomes.

**Communication, oral and written**

Demonstrate effective communication skills by selecting the appropriate style, language and form of communication suitable for different audiences and mediums.

**Interpersonal relations**

Know and manage oneself; recognize and acknowledge the needs and emotions of others including those with diverse backgrounds and capabilities.

**Leadership**

Inspire individuals and teams to reach their potential by embracing innovation through strategic thinking and shared responsibility.

**Inter-professional teamwork**

Understand and work productively within and between groups, respect others' perspectives and provide constructive feedback with special attention to inter-professional relationships.

**Independent learning**

Show initiative by acting independently in choosing effective, efficient and appropriate applied learning, research and problem solving strategies.

**Information literacy**

Recognize and analyze the extent and nature of an information need; efficiently locate and retrieve information; evaluate it and its sources critically, and use information effectively and ethically.