Course : Strategic Negotiation for Executives

Prepare for, conduct, and conclude high-stakes negotiations

Practical course - 2d - 14h00 - Ref. D1N

Price : 1680 € E.T.

NEW

Teaching objectives

At the end of the training, the participant will be able to:

- Assessing Your Negotiation Style to Adapt Your Approach When Dealing with High-Level Counterparts
- Analyze the issues and power dynamics to prepare for high-stakes negotiations
- Conducting a structured negotiation by exploring options to protect one's key interests
- Manage and transform tensions, roadblocks, and pressure tactics into drivers of convergence
- Secure lasting agreements and build on the lessons learned from the negotiations

Intended audience

Executives, members of the Executive Committee, and decision-makers face high-stakes negotiations on a daily basis (strategic partnerships, major contracts, supplier or customer relationships, internal tensions). These situations require going beyond traditional negotiation techniques to master one’s stance, understand power dynamics, and defend one’s interests. This practical training enables participants to prepare for and conduct strategic and complex negotiations, identify the real interests behind stated positions, and adapt their strategy to the power dynamics at play. Through case studies and role-playing exercises, participants practice conducting high-stakes negotiations, defending their interests, securing concessions, and finalizing agreements.

Prerequisites

None

PARTICIPANTS

Executives, members of the Executive Committee, and decision-makers face high-stakes negotiations on a daily basis (strategic partnerships, major contracts, supplier or customer relationships, internal tensions). These situations require going beyond traditional negotiation techniques to master one’s stance, understand power dynamics, and defend one’s interests. This practical training enables participants to prepare for and conduct strategic and complex negotiations, identify the real interests behind stated positions, and adapt their strategy to the power dynamics at play. Through case studies and role-playing exercises, participants practice conducting high-stakes negotiations, defending their interests, securing concessions, and finalizing agreements.

PREREQUISITES

None

TRAINER QUALIFICATIONS

The experts leading the training are specialists in the covered subjects. They have been approved by our instructional teams for both their professional knowledge and their teaching ability, for each course they teach. They have at least five to ten years of experience in their field and hold (or have held) decision-making positions in companies.

ASSESSMENT TERMS

The trainer evaluates each participant’s academic progress throughout the training using multiple choice, scenarios, hands-on work and more.

Participants also complete a placement test before and after the course to measure the skills they’ve developed.

Practical details

Teaching methods

Posture self-assessment, sharing of experiences among executives, hands-on exercises based on real-world business cases, operational preparation checklists, simulations, and complex negotiation scenarios.Tools and methods: MESORE/BATNA framework, concessions/counter-concessions matrix, defusing techniques, agreement formalization framework, etc.

Course schedule

1 Understanding Negotiation and Defining Your Position

Compétences visées

- Understanding the Fundamental Mechanisms of Negotiation
- Identify your reflexes, biases, and sources of discomfort
- Adopting a leadership stance when dealing with high-level counterparts
- Managing Your Own Emotions and Those of the Person You're Talking To

Activités pédagogiques

- Identifying Your Negotiation Style and Habits
- Analyze your negotiation experiences and identify areas for improvement
- Sharing one's perceptions and preconceptions about negotiation

Outils et méthodes

- Self-Assessment of Negotiation Style
- Matrix for Identifying Cognitive Biases in Negotiation (anchoring, loss aversion, etc.)
- Active Listening

TEACHING AIDS AND TECHNICAL RESOURCES

• The main teaching aids and instructional methods used in the training are audiovisual aids, documentation and course material, hands-on application exercises and corrected exercises for practical training courses, case studies and coverage of real cases for training seminars.
• At the end of each course or seminar, ORSYS provides participants with a course evaluation questionnaire that is analysed by our instructional teams.
• A check-in sheet for each half-day of attendance is provided at the end of the training, along with a course completion certificate if the trainee attended the entire session.

TERMS AND DEADLINES

Registration must be completed 24 hours before the start of the training.

ACCESSIBILITY FOR PEOPLE WITH DISABILITIES

Do you need special accessibility accommodations? Contact Mrs. Fosse, Disability Manager, at psh-accueil@orsys.fr to review your request and its feasibility.

2 Preparing for a Strategic and Complex Negotiation

Compétences visées

- Mapping Stakeholders and Power Dynamics
- Distinguishing Between the Visible and Invisible Issues in Negotiation
- Define your goals, your room for maneuver, and your breaking points
- Developing a strategy based on one's own power and that of the other party

Activités pédagogiques

- Identify who really holds the power in a negotiation; compare and contrast real-life experiences
- Prepare for a negotiation using a preparation checklist (Identify the stakeholders, issues, interests, and power dynamics)
- Renegotiate the terms of a contract with a key supplier

Outils et méthodes

- MESORE/BATNA (Best Alternative to a Tactical No) Matrix for Determining Your Room for Maneuver
- Identification of Stakeholders (Power/Interest Matrix)
- The Harvard Method for Separating Interests and Positions to Distinguish Between Visible and Invisible Issues

3 Conducting Strategic Negotiations

Compétences visées

- Mastering the Key Steps of a Structured Negotiation
- Adapt your message based on the other party's reactions
- Explore the possibilities before defending one's key positions
- Developing options and creating value for stakeholders

Activités pédagogiques

- Identify verbal and nonverbal cues that indicate openness or resistance
- Discuss methods for encouraging a reserved person to open up
- Create a concessions/counter-concessions matrix to list your requirements and what you’re willing to offer in return

Outils et méthodes

- Matrix of Concessions and Counter-Concessions
- DESC: How to Structure a Firm Message Without Disrupting the Conversation

4 Negotiating Under Pressure

Compétences visées

- Detect signs of jamming or misalignment
- Mastering Anchoring, Objections, and Power Dynamics
- Identifying Profiles of Difficult Negotiators
- Practicing defusing techniques

Activités pédagogiques

- Assess your own reactions to stress, provocations, and mental blocks
- Practice responding calmly when faced with pressure, an ultimatum, or a lie
- Handling a Heated Disagreement Without Derailing the Discussion

Outils et méthodes

- DESC, Section on Managing Disagreement and Provocation
- Types of Difficult Negotiators
- De-escalation techniques: reframing, strategic silence, rephrasing

5 Closing the Deal, Securing It, and Capitalizing on the Negotiation

Compétences visées

- Laying the Groundwork for a Lasting Agreement
- Ensure that commitments are met and that the conditions for their implementation are in place
- Preserving the relationship while protecting one's interests
- Document the results of the negotiation and build on the lessons learned

Activités pédagogiques

- List the minimum conditions for an agreement to be truly fair and robust
- Document the commitments and concessions obtained during negotiations
- Conclude a negotiation by securing specific concessions and commitments

Outils et méthodes

- Template for Documenting Agreements (Commitments, Deadlines, Responsible Parties)
- Checklist of Implementation Requirements
- Structured debriefing and post-negotiation feedback

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Dates and locations

REMOTE CLASS
2026 : 14 Dec.

2027 : 18 Mar., 28 June, 2 Sep., 9 Dec.

PARIS LA DÉFENSE
2026 : 14 Dec.

2027 : 18 Mar., 28 June, 2 Sep., 9 Dec.