

# The Power of Negotiation for Excellence in Leadership

**The course includes 8 different topics that can be assembled according to your specific needs.**

## **About the lecturers:**

**Efrat Dagan** She is the founder of WORKAROUND, strategic consulting services for talent acquisition . Efrat founded and managed recruitment at Google Israel and a few other EMEA offices for about a decade, later managed recruitment at Google's headquarters in California, managed recruitment at Lyft's autonomous vehicle division, and at Next Insurance globally . She was chosen as one of the most prominent Human Resources professionals in Israel. Efrat speaks , writes a blog called WORKAROUND that deals with the future of the world of work and careers and is an advisor for individuals and organizations. Over the years she has trained dozens of recruiters.

**Gilad Neuman** He is a lawyer, entrepreneur and expert in conflict resolution with extensive experience in business management. Gilad has extensive knowledge and many years of experience in managing negotiations in complex, global and intercultural transactions. As the former founder and CEO of DOGTV, the world's first television network scientifically adapted to dogs, Gilad has proven himself as an entrepreneur, under his leadership, DOGTV has become a global

**sensation with viewers in over 90 countries. Today, Gilad runs a consulting firm that specializes in guiding global companies and providing strategic advice for business and political leaders. Gilad has a bachelor's degree in law, a master's degree in business administration from Pepperdine University with a unique specialization in conflict resolution, and a master's degree in public administration from the Kennedy School of Government at Harvard University, where he also taught negotiation. Gilad also has a certification in conflict resolution from the Institute Strauss in the Faculty of Law at Pepperdine University as well as a certification in leadership, management and decision-making sciences from the Kennedy School of Government.**

### **About the course:**

**The course is designed for managers who are interested in acquiring and strengthening principles and acquiring tools in leadership, negotiation, organizational dynamics and team management.**

**The course includes core topics such as the connection between leadership, management and negotiation tools, imparting principles and improving personal and organizational abilities in managing negotiations and formulating a strategy for negotiations, tools for successfully navigating internal and external organizational dynamics and politics, fundamentals of management and leadership without authority, imparting Methods and tools for having difficult conversations, acquiring talent, leadership in multinational organizations in an intercultural environment, and learning about AI tools to improve leadership in the organization.**

## **introduction:**

- **Recommended length of sessions: two to four hours**
- **Frequency of meetings: weekly / bi-weekly / monthly**
- **The course/lectures include simulations, ” study cases” and ample practice.**

## **Course topics:**

### **Topic No. 1 - The importance of negotiation skills for leaders**

- **Definition of leadership**
- **Distinguishing between leadership and a position of authority**
- **Understanding the role of the ”negotiation toolbox” is on the way to becoming a successful leader**
- **How negotiation skills are part of every area of leadership**
- **Advantages of effective negotiation for successful leadership**
- **Case study - about great leaders who made correct and intelligent use of negotiation skills**

### **Topic No. 2 - Basics of negotiation - Basic concepts**

- **Defining Negotiation: The art of letting the other party have it your way)**
- **Different styles and methods of negotiation**
- **The distributive model of negotiation**
- **The integrative negotiation model**
- **The Seven Elements Framework (Roger Fisher - PON, Harvard)**
- **The negotiation process: (Negotiations in three dimensions - James Savanius)**
- **positions and interests**
- **preparation**
- **GET BETTER**
- **Additional styles of negotiation**

- **Negotiation simulation (practice in pairs).**

### **Topic No. 3 - Navigating the organization's politics**

- **Recognizing and dealing with organizational politics**
- **The personal perspective**
  - **Awareness and emotional intelligence**
  - **Conflict resolution in the political landscape**
  - **Ways to deal with conflicts - 5 "conflict handling situations" - TKI**
  - **Personality and leadership style assessment test**
  - **Programs for personal development and focus**
  - **Building strategic alliances**
  - **In-depth exercises and group discussions**
- **The organizational perspective**
  - **Adapting negotiation skills to the goals of the organization**
  - **Organizational culture and its influence on personal strategy**
  - **Ethical dilemmas**
  - **A case study**

### **Topic No. 4 - Influence and leadership in the absence of formal authority**

- **Understanding of sources of influence**
- **Building credibility and trust**
- **Communication: listening and asking questions**
- **persuasive techniques**
- **Building strategic alliances**
- **Group practice/simulation**

### **Topic No. 5 – Managing difficult conversations**

- Definition of "difficult conversations" and why they can be "explosive"
- "Ladder of Inference" (Chris Argis – Ladder of Inference)
- Strategies for dealing with difficult conversations
- Dealing with resistance and defensiveness
- Active listening
- practice

### **Topic No. 6 – Talent Acquisition.**

- Preparation
- Structuring the offer
- Handling objections
- Counter offers
- Setting expectations
- Overcoming challenges
- Sealing the deal
- The day after

### **Subject No. 7 – Leadership in global organizations – cross-cultural characteristics of leadership**

- The importance of cultural intelligence in the organization and the context for leadership
- Effective intercultural communication
- Intercultural conflict resolution
- "Intercultural" case study

### **Topic No. 8: Introduction and use of artificial intelligence tools to improve and upgrade leadership and management abilities**

- **Understanding of artificial intelligence and its applications in leadership**
- **Using artificial intelligence for decision making and problem solving**
- **Application of artificial intelligence tools in leadership positions**
- **Application demonstrations and experience with artificial intelligence tools**