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Course Materials:  
2. Negotiating Rationally by Bazerman & Neale (“B&N”);  
3. Simulation materials (check payable to MSU).

Course Objectives: Negotiations take place every day between and among fellow workers, family members, friends and colleagues. Many of the phenomena which are changing the world and the U.S. workplace, such as globalization, workforce diversity, and shifts in organizational structures, are making negotiating skills much more crucial. The goal of this course is to change the way you think about negotiations by developing your negotiating abilities for use in organizational and other settings. The course is based on the assumption that negotiating is best learned through practice grounded in rigorous analysis and reflection. While theoretical principles and concepts from the various reference disciplines (such as linguistics, social psychology, and sociology) will be presented through readings and in class, this course will focus primarily on the application of these concepts. Class participants will not only practice enhancing their individual abilities in a variety of situations, but also learn to analyze negotiating contexts for the most effective application of these skills.

By the end of the course, you will be able to:  
1) explain basic theoretical concepts & frameworks related to negotiations;  
2) apply these concepts/frameworks to critically analyze negotiations & contexts;  
3) design & implement strategies for improving your negotiation skills and comfort level.

Course Format: The focus of each class session will usually be a simulation. Class participants will be provided roles and contexts and asked to negotiate within these constraints. The class sessions are designed to fulfill two purposes: (1) to expand repertoires of negotiating skills as well as improve existing skills (particularly the understanding of or empathy for negotiating partners); and (2) to enable participants to evaluate and improve their ability to analyze different situations and contexts. After each simulation, members of the class will critique their performance, both as individuals and as a group. The ultimate goal is to learn through analysis and reflection how to continually enhance these skills beyond the boundaries of this course.