

▶▶ JSGS 853 001 Negotiation and Conflict Resolution – Rev'd 23 Oct 2020

	University of Regina Campus	University of Saskatchewan Campus
Instructor:	Bob Hawkins	
Phone:	306 789-2888	
E-mail:	robert.hawkins@uregina.ca	
Office Hours:	Anytime by appointment	
Office Location:		
Term:	Fall 2019 – Block Course	
Room:	Rm 330 – College Avenue	
Date and Time:	Mon Nov 7 to Fri Nov 11 – 9:00 am to 4:15 pm; No class Wed Nov 10. Email assignment Sat Nov. 12	

COURSE CONTENT AND APPROACH

Through lectures, videos, exercises and simulated role-plays, this course will:

1. Provide a theoretical foundation useful in understanding dispute resolution
2. Analyze the styles (competitive, cooperative, etc.) adopted in problem solving
3. Enhance communication and problem-solving skills used in reaching agreements
4. Consider the strategic and tactical options available when resolving disputes
5. Review the ethical dimensions of bargaining and facilitating agreements

One-on-one, multi-issue, multi-party and multi-setting negotiation scenarios will be considered.

REQUIRED READINGS

1. Cohen, Herb, *"You Can Negotiate Anything,"* Bantam, 1982.
2. Fisher, Roger, William Ury and Bruce Patton, *"Getting to Yes: Negotiating Agreement Without Giving In,"* (2nd ed.), Penguin, 1991.
3. Ury, William, *"Getting Past No: Negotiating Your Way from Confrontation to Cooperation,"* Bantam, 1993.

Because of the intensive nature of this course, **I would strongly recommend that the assigned books be read before the start of the course.** They are an easy, non-technical and enjoyable read. There will not be time to do readings during the course. During the evenings and between classes, students will be kept busy preparing for the next day's simulation and negotiating one of the simulations that spreads over several days. During the class week, students will have little time for other activities.

EVALUATION: 80% based on simulation outcomes; 20% based on final Think Piece

Evaluation will be based primarily on the outcomes of four simulations of increasing complexity in which students negotiate issues taken from various contexts. Each simulation has a scoring mechanism based on outcomes that are used to determine a student's score. His or her score is ranked against scores obtained by other students who negotiate the same role. A grade is then assigned on a pro rata basis to the student. If no agreement is reached in the simulation by the stipulated deadline, the student receives 10 out of 20 marks for the simulation. For example, a student scores 'y utiles' in a simulation. This places him or her third when ranked against other students negotiating the same role. For this simulation, a third place rank gives the student 'x' marks out of a 20.

CLASS PLAN: (Subject to Revision)

Mon Nov 7 - Day One:

- Reading: Cohen, *You Can Negotiate Anything*
- Class: AM: Introductory Concepts; PM: Competitive Negotiation
- Video (The Sluggers Come Home)
- Distribute: Pat's Pandemic Pizza Simulation and Sand Dunes Simulation

Tues Nov 8 - Day Two:

- Reading: Fisher, *Getting to Yes*
- Class: Cooperative Negotiation and Video (Rapport)
- Play/Analyze: Pat's Pandemic Pizza Simulation
- Distribute: Blue Box Simulation

WED NOV 9 – NO CLASS

Thurs Nov 10 - Day Three:

- Reading: Ury, *Getting Past No*
- Class: Communication and Video (Listening)
- Play/Analyze: Blue Box Simulation
- Distribute: Children's Hope Simulation

Fri Nov 11 - Day Four (last class):

- Results of Sand Dunes Simulation due at 8:30 am
- Class: Ethics
- Play/Analyze: Children's Hope Simulation
- Class: Tips

Sat Nov 12 – Think Piece Due by 5:00 pm by email to: robert.hawkins@uregina.ca