

## ▶▶ JSGS 853 001 - Negotiation and Conflict Resolution

	University of Regina Campus	University of Saskatchewan Campus
<b>Instructor:</b>	Bob Hawkins	
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<b>Office Hours:</b>	Anytime by appointment	
<b>Office Location:</b>	College Ave	
<b>Term:</b>	Spring '21 – Block Course	
<b>Room:</b>	Zoom	
<b>Date and Time:</b>	Mon May 3 to Fri May 7	

### 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

### REQUIRED READINGS (Recommended to read before the start of the course)

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,"* Penguin, 2011.
3. Ury, William, *"Getting Past No: Negotiating Your Way from Confrontation to Cooperation,"* Bantam, 2007.

Because of the intensive nature of this course, these books should be read before the start of the course. They are an easy, non-technical and short reads. During the course, students' time will be fully occupied preparing for negotiating and negotiating.

### EVALUATION

**(75% based on simulation negotiations (25% x 3); 25 based on 'Final Reflection Piece')**

Evaluation will be based in part on the outcomes of three different negotiations in which every student will play a role as a negotiator. In each negotiation, the outcome that a student negotiates will be "scored" based on a scoring mechanism that will be included in the instructions for negotiation. The student's score will then be ranked against the scores obtained by other students who played the same role in the negotiation. The student's grade in the negotiation will then be assigned on a pro rata basis based on the student's ranking. **If no agreement is reached by the negotiation deadline, the student will receive 15 out of 25 marks for the negotiation.**

The other 25% of the course grade will be based on a 'Final Reflection Piece' that the student will submit by email to [robert.hawkins@uregina.ca](mailto:robert.hawkins@uregina.ca) by Noon on Saturday May 8, 2021 (the day after the final class). The Reflection Piece will be strictly limited to 750 words, will not require research and may be written in point form. The student will be asked to think back over the three negotiation simulations in which he or she has participated and to ask, "What worked and what did not? What would I do the same, or do differently, in future negotiations both from my experience negotiating in this course and from observing how my classmates negotiated?"

## ACADEMIC INTEGRITY AND CONDUCT

Understanding and following the principles of academic integrity and conduct at the University of Regina (available at [http://www.uregina.ca/gradstudies/calendar/policy\\_univ.shtml#conduct](http://www.uregina.ca/gradstudies/calendar/policy_univ.shtml#conduct)) is essential. Ensuring that you acknowledge the ideas, words, and phrases of others that you use is a vital part of the scholarly endeavour. If you have any questions at all about academic integrity in general or about specific issues, contact the course professor.

## STUDENTS WITH SPECIAL NEEDS

Students in the course who, because of a disability, may have a need for accommodations are encouraged to discuss accommodations with the course professor, and/or to contact the Coordinator of Special Needs Services at 585-4631.

## DESCRIPTION OF SEMINAR PRESENTATION (Subject to Revision)

### Monday May 3, Day One:

- Organization of the course and explanation of how the negotiation role plays will work
- Lecture: Preparing to Negotiate – Starting, Types of Dispute Settlement, Negotiating Norms, Negotiation Styles, Authority, Negotiation Defences, Setting the Agenda, Bargaining Range
- Lecture: Competitive Negotiation
- Distribution: 'Blue Box' Negotiation Instructions and Roles; 'Sand Dunes' Negotiation Instructions and Roles

### Tuesday May 4, Day Two:

- Lecture: Cooperative Negotiation
- Video: "Sluggers" Baseball Negotiation
- 'Blue Box' Negotiation: Play and Analysis

### Wednesday May 5, Day Three:

- **NO CLASS:** The 'Sand Dunes' Negotiation will take place from 6:00 pm on Tuesday May 4 and will run continuously (or as often, or long as, the negotiators choose to negotiate) until 8:00 am on Thursday May 5 when an agreement, if any is reached, is received by the professor, by email, at [robert.hawkins@uregina.ca](mailto:robert.hawkins@uregina.ca). If no agreement is submitted by that time, the negotiation will be deemed to have deadlock and the participants will each receive a mark of 15/25 for the negotiation.

**Thursday May 6, Day Four:**

- 'Sand Dunes' negotiation marked and analyzed
- Lecture and Video: Communication
- Lecture and Video: Ethics
- 'Children's Hope Centre' negotiation distributed

**Friday May 7, Day Five:**

- 'Children's Hope Centre' negotiation
- 'Children's Hope Centre' marked and analyzed
- Class: Ethics; Tips

**Saturday May 8:**

- **No Class:** Final Reflection Piece due at Noon by email to [robert.hawkins@uregina.ca](mailto:robert.hawkins@uregina.ca). See detailed instructions above in this syllabus under the heading, "Evaluation."