



## Real Results at the Indian School of Business

At the ISB CEE, we believe learning doesn't stop with the classroom. Which is why, we have designed programmes that help participants apply classroom learning to their business challenges. This real-time intervention enables participants to stay relevant in a dynamic business scenario and the organisations to stay continuously competitive. We call this Real Results, where application is often as vital as the learning itself.



**IBA CEE** Center for Executive Education  
Institute of Business Administration

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**STRATEGY**

# WINNING NEGOTIATIONS STRATEGIES

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Real Results through Learning

## + Winning Negotiations Strategies

Whether you are engaged in a high-stake corporate deal, settling major disputes or negotiating with key clients, it is imperative to have a strategic view of negotiation as a win-win activity. This programme will help you develop your skills for successfully managing complex negotiations.

### + Programme content

- Understand the fundamentals of a successful negotiation
- Basics of distributive bargaining
- Trust-building and integrative win-win negotiations
- Persuasion and influence tactics
- Common decision-making biases and how to avoid them
- Multi-party, multi-issue complex negotiation strategies

### + What you will gain

- A better understanding about negotiation process and context
- Enhance your ability to identify factors that lead to deadlocks and incorporate ways to deal with it
- Improve your negotiation skills by learning novel ways of handling difficult situations
- Learn how to be more effective by strategically evaluating your own performance and applying a framework to overcome weaknesses
- Understand the psychology behind decision-making and ways to overcome common errors
- Accurately assess your own negotiation style and its limitations and learn to assess the style adopted by others
- Understand the importance of trust and learn ways to build a lasting relationship
- Enhance your persuasion and influencing skills by understanding the mindset of your opponents
- Improve your ability to leverage your own bargaining position when negotiating with multiple parties

### + About the programme

The programme highlights the components of an effective negotiation and enables you to analyse your own behaviour in negotiations. The course will be largely experiential, providing you the opportunity to develop skills by participating in negotiations and integrating your experiences with the principles presented in class exercises. This programme integrates concepts of 'action learning', supporting you to explore your skills and shortcomings as a negotiator. The negotiation exercises will provide an opportunity to attempt strategies and tactics in a low-risk environment to learn about yourself and respond in specific negotiation situations. The programme helps you to apply the cumulative knowledge gained in the classroom through practical applications.

### + Who Should Attend

This programme is suited for senior leaders who want to enhance their negotiation skills. If you are part of a team that is often engaged in large negotiations, we suggest you bring your entire team for the programme for maximum benefit.

### + Faculty

**Professor Dishan Kamdar**, (PhD. National University of Singapore) *Senior Associate Dean, Indian School of Business* Dishan Kamdar is Professor of Management in the area of Organisational Behaviour. His primary research interest is contextual work performance and extra-role behaviours. A successful entrepreneur, he pursued his Masters in Management because he was intrigued by the theory behind his practice. Professor Kamdar believes that, "Negotiation and communication skills can grow businesses substantially." His research establishes that "Organisational Citizenship Behaviour (OCB) can make a substantial difference to an organisation's bottom line." His research interest in extra role behaviour includes both 'promotive' and 'prohibitive' behaviours like OCB, knowledge sharing, voice and whistle blowing. Five of his papers have been published in the recent past in the Journal of *Applied Psychology*, a top tier journal in the Organisational Behaviour area. Professor Kamdar has presented papers at a number of major conferences.



He has also co-authored *A Handbook on Organisational Citizenship Behaviour: A Review of 'Good Soldier' Activity in Organisations*.

Prior to joining the ISB, Professor Kamdar was teaching at the National University of Singapore.

He received his PhD and MSc degree in Management NUS, Singapore. He is a member of the Academy of Management and also of the Society of Industrial and Organisational Psychology.

Professor Kamdar has repeatedly won the Best Professor Award at ISB's PGP programme. He has been teaching the "Negotiation Strategies" programme at ISB for more than six years. Professor Kamdar has taught in numerous customised programmes on Negotiation Strategies for some of the top companies such as Ernst & Young, Royal Bank of Scotland, Vodafone and Ericsson to name a few.

### + Programme fee

**PKR 1,95,000**

with following discount offering

- 10% Discount for 2 or more than 2 participants from the same organisation
- 15% Discount for 5 or more than 5 participants from the same organisation

Fee includes ISB & IBA joint workshop certificate, course material, lunch, refreshments and business networking dinner.

Only the participants will be allowed for the duration of the programme. Spouse, family and staff will not be permitted to join the participants.

**Venue: Center for Executive Education, IBA City Campus, Karachi**

### + About CEE at IBA, Karachi

The Center for Executive Education (CEE) at IBA, Karachi actively responds to the needs of corporate, public and non-profit organisations and undertakes the required activities on an expanded scale.

The Center aims at helping organisations gain competitive advantage by developing their most important resource - their people. It is a nucleus for activities that enhance organisational effectiveness through training working professionals in various disciplines and equipping them with the tools and knowledge to improve their managerial skills. The programmes offered are designed to strengthen the participants' leadership skills with a focus on personal development, productivity improvement and strategic thinking.

The Center for Executive Education is a state-of-the-art learning and training resource center. It focuses on developing managers and providing opportunities for refining the skills needed to succeed in today's business environment. The Center specialises in executive education and management development activities through open-enrolment workshops, client-specific programmes, consultancy customised diploma programmes and applied research.

### + About the ISB

The Indian School of Business (ISB) is a research-oriented independent management institution that grooms future leaders for India and the world. Its association with the Kellogg School of Management, The Wharton School, MIT Sloan School make it one-of-a-kind in Asia. The school offers a one-year full-time Post Graduate Programme (PGP); short-duration, high-powered Executive Education Programmes for middle and senior-management and CXOs; a 15-month part-time Post Graduate Programme in Management for Senior Executives (PGPMAX) and a 5-year Fellow Programme in Management, the doctoral offering. The original and distinctive research of our faculty members ensure that our programme content is contemporary and global in its perspective, and develops our students' understanding of modern management opportunities and challenges.