

Advanced Multi-Party Negotiation of Environmental Disputes

Overview

This two-day course is an intensive workshop on multi-party negotiation as a core necessary skill for public managers. Participants will reinforce environmental collaboration and conflict resolution knowledge and skills while learning additional concepts, tools, and techniques. Building on the material covered in the 110: Negotiating Environmental Solutions course, participants will gain experience in multi-party negotiation through a highly complex, real world role-playing scenario involving multiple governmental and non-governmental stakeholders. The exercise creates an interactive forum for developing, applying, and further challenging participants to integrate Interest-Based Negotiation skills at a high level in a complex, multi-party setting.

Learning Objectives

Through this course, learners will:

- Develop appreciation for the complexity and challenges of multi-party negotiation
- Distinguish between two-party and multi-party interest-based negotiation
- Develop and apply skills in complex multi-party negotiation
- Increase self-awareness of strengths and areas for improvement in communication, relationship-building, and multi-party negotiation skills
- Reinforce knowledge and skills of collaboration and conflict resolution while acquiring additional concepts, tools, and techniques

Topics

This course includes the following topics:

- Conflict resolution
- Public policy dispute resolution
- Public involvement
- Theory and practice in collaborative problem solving
- Interest-based negotiation
- Multi-party negotiation
- Culture and conflict resolution
- Culture and negotiation
- Leadership
- Participatory decision-making
- Team-managed facilitation
- Group process/dynamics

Reading List:

The following reading assignments are recommended:

- (1) Carpenter, S. 1999. "Choosing Appropriate Consensus Building Techniques and Strategies." In Susskind, L., McKernan, S. and J. Thomas-Larmer (Eds.) *The Consensus Building Handbook: A comprehensive guide to reaching agreement*. Thornsedale, CA: SAGE. Pp. 61-97.
- (2) Moore, C.W. and P.J. Woodrow. 1999. "Collaborative Problem Solving within Organizations." In Susskind, L., McKernan, S. and J. Thomas-Larmer (Eds.) *The Consensus Building Handbook: A comprehensive guide to reaching agreement*. Thornsedale, CA: SAGE. Pp. 591-630.
- (3) Lax, D. and J. Sebenius. 1986. "Creating Value, or Where Do Joint Gains Really Come From?" In *The Manager As Negotiator: Bargaining for Cooperation and Competitive Gain*. New York: The Free Press. Pp. 88-116.

TENTATIVE AGENDA

DAY 1

MORNING

- 8:30 am **Overview & Introductions**
- *Multi-Party Negotiation*
 - *Organizational Culture*
 - *Objectives, Purpose, and Logistics*
 - *Expectations*
 - **Exercise:** Watershare

Break

- The Big Picture**
- *Collaboration vs. Negotiation*
 - *Building Relationships for Effective Negotiation*

- Preparing to Negotiate**
- *Process of Social Interaction*
 - *Communication Skills & Exercises*
 - *Facilitating the Process*

LUNCH on your own

AFTERNOON

- Introduction to role-playing exercise: “Recreation Ruckus”**
- **Exercise:** Warm-up
 - **Exercise 1:** Get Organized

- Interest-Based negotiation (IBN)**
- **Exercise 2:** Analyze Your Interests

Break

- More Interest-Based Negotiation**
- **Exercise 3:** Two-party caucus

- Triangle of Satisfaction**
- **Exercise 4:** Prepare to Negotiate

Debrief & Discussion

ADJOURN for the day

Reminder: We will begin again tomorrow at 8:30 am.

TENTATIVE AGENDA

DAY 2

MORNING

Review: Discuss concepts and negotiations from Day 1

Dynamics Assessment

- **Exercise 5:** More Preparation
- **Exercise 6:** First Multi-Party Negotiation

Debrief

Interpersonal Skills and Conflict Management

- *Exercise: Dealing with Difficult People*
- *“Z” Model for Decision Making*

Break

Exercise 7: Teams debrief from first multi-party negotiation

Exercise 8: Two-party caucus

LUNCH on your own

AFTERNOON

Exercise 9: Teams debrief and prepare for multi-party negotiation

Break/Check-in

Exercise 10: Final multi-party negotiation

Advice Clinic: Discuss Real Case Experience

Discussion & review of original objectives of course and expectations of participants

Evaluations

ADJOURN

COURSE OVERVIEW:

