

## GMGT 7230 (G01 & A01) (3.0 CH) NEGOTIATIONS WINTER 2024

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### TERRITORY ACKNOWLEDGEMENT

The University of Manitoba campuses are located on original lands of Anishinaabeg, Cree, Oji-Cree, Dakota and Dene peoples, and on the homeland of the Métis Nation. We respect the Treaties that were made on these territories, we acknowledge the harms and mistakes of the past, and we dedicate ourselves to move forward in partnership with Indigenous communities in a spirit of reconciliation and collaboration.

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### INSTRUCTOR

Name:	Sean MacDonald	Office Location:	364 Drake Centre
Phone:	204-291-0573	Office Hours:	5:30-6pm on Monday (by appointment)
		Class Location:	103 Drake Centre
Email:	<b>Sean.MacDonald@umanitoba.ca</b>	Class Time:	<b>Monday 6:15-9:30PM</b>

### COURSE DESCRIPTION AND OBJECTIVES

The aims of this course are (1) to build students' ability to apply theory and research to the practice of negotiation as an approach to conflict resolution, and (2) to improve students' negotiation ability through practical, hands-on experience.

Over the span of the term, students will take part in a series of experiential exercises ranging from simple buyer-seller bargaining to complex, multiparty, multi-issue negotiation. The course connects these firsthand experiences to readings on the behavioural and social underpinnings of negotiation.

We will cover the fundamentals of distributive and integrative negotiation, and will examine a range of important issues in negotiation, including ethics, multiparty negotiations, technology, and employment negotiation.

The course will provide you with hands-on experience in a range of negotiation situations. Over the course of the term, you will take part in a number of bilateral and multilateral negotiations.

The course will also help you to better understand the social, economic, and psychological mechanisms of negotiation. Each week, you will complete readings and participate in class

discussions aimed at helping you generalize from your experience and better understand the fundamental principles of effective negotiation.

These two elements are closely linked. Experience is a necessary but insufficient condition for success in negotiation. Veteran negotiators regularly strike bad deals because they fall victim to various misconceptions and myths about negotiation strategy and tactics. The combination of readings, class discussions and hands-on experience will help you create and claim value in negotiation, and understand how to apply the principles of negotiation to a wide range of situations you will encounter in your professional lives.

### **COURSE MATERIALS**

**Text:** Leigh L. Thompson, [The Mind and Heart of the Negotiator](#) -- Instant Access, 7th Edition. Pearson eText.

ISBN-13: 9780135641262

A hardcopy of this text is no longer published. You are free to acquire an earlier version of the text (if you can find it) in paper format.

[Pearson eText The Mind and Heart of the Negotiator -- Instant Access | Organizational Behavior | Management | Business & Economics | Store | Learner CA Site](#)

The following required readings will be posted on UM Learn. There is no cost for these readings.

1. Adler, R.S. (2007). Negotiating with liars. *MIT Sloan Management Review* 48(4), 69-74.
2. Alon, I. & Brett, J.M. (2007). Perceptions of time and their impact on negotiations in the Arabic-speaking Islamic world. *Negotiation Journal* 23(1), 55-73.
3. Babcock, L. & Laschever, S. (2001). Introduction. In *Women Don't Ask*. Princeton: Princeton University Press, 1-16.
4. Brett, J. M., Friedman, R., & Behfar, K. (2009). *How to manage your negotiating team*. Harvard Business Review, 87, 105-109
5. Brett, J. (1991). Negotiating group decisions. *Negotiation Journal* 7(3), 291-310.
6. Gawende, A. (2011). Personal best. *New Yorker*, 87(30), 44-53.
7. Lax, D.A. & Sebenius, J.K. (2006). Get all the parties right. In *3D Negotiation*. Boston: Harvard Business School Press, 53-68.
8. Kloberdanz, K. (2017). Honey, I shrunk the contract: How plain English is helping GE keep its business humming. GE Reports. Online: <https://www.ge.com/reports/keep-simple-plain-english-helping-ge-keep-business-humming/>
9. Malhotra, D. (2014). 15 rules for negotiating a job offer. *Harvard Business Review* 92(4), 117-120.

10. Meyer, E. (2015). "Getting to Si, Ja, Oui, Hai, and Da: How to Negotiate across Culture", *Harvard Business Review*, 93(12), 74-80.
11. Moffitt, M. (2003). Contingent agreements: Agreeing to disagree about the future. *Marquette Law Review*, 87, 691-696.
12. Negotiations and indigenous peoples. Briefing note.
13. Thompson, L. (2015). "Distributive negotiation: Slicing the pie". In *The Mind and Heart of the Negotiator*. Hoboken: Pearson; 38-68.
14. Waller, R., Waller, J., Haapio, H., Crag, G. & Morrisseau, S., (2016). Cooperation through clarity: Designing simplified contracts. *Journal of Strategic Contracting and Negotiation* 2(1-2), 48-68.

### **COURSE ASSESSMENT**

Your course grade is made up of five components. The components, and their weighting in the calculation of your grade, are listed below:

Self-Reflection Exercise	5%
In-class Midterm Exam	30%
In-Class Assignments	20%
Class Participation	10%
Final Exam	35%
<b>Total</b>	<b>100%</b>

Student progress will be assessed through:

#### **Self-Reflection Exercise (5%)**

After class 8, you must complete a survey exercise and submit a written reflection.

#### **In-Class Assignments (20%)**

To be discussed in class.

#### **Midterm-Exam (30%) and Final Exam (35%)**

An open book exam will be conducted on February 26 and April 1. Details on the exam format will be shared in Class 1. Questions will be based on in-class negotiations, lectures, textbook, and assigned readings. Both tests will be administered online during class and two hours in duration.

#### **Final Grades**

The anticipated class average will generally be expected to correspond to a GPA of 3.5 (B+), though the details are at the discretion of the MBA Office and/or the Associate Dean of Professional Programs. Any such adjustments will be to the final grades (the relative weighting of each individual course component will remain unchanged).

In the event of a skewed distribution of grades, the total course marks may be curved up or down as necessary (the weighting of each component will remain unchanged).

### **Class Policy on Regrading**

Requests for re-grading must be made in writing. Your written request should be made on a separate email. You must clearly identify the question you wish remarked and provide detailed justification. Please note the instructor reserves the right to remark the entire test or assignment so your mark may go up or down.

NOTE: **Class attendance is expected.** It is your responsibility to inform your professor in advance of any planned absence and as soon as reasonably possible for any unplanned absences, and provide a legitimate reason for the absence. Given the additional and unpredictable personal and professional demands you are faced with during the pandemic, I am ready to work with you to find solutions if you find yourself unexpectedly ill, caring for others, or face other disruptions.

### **Specific to this class:**

**Our negotiation exercises are disrupted when people are unexpectedly absent. If someone has prepared their role and their partner simply doesn't show, it creates a serious problem.**

**Prior to or during the negotiation, you may not look at anyone else's confidential role information, nor may you show them your own confidential role information.**

Real negotiations do not have their structure set out for both sides in a pair of tidy point-system tables established by some outside authority. By showing your partner your point sheet, you break the realism of the exercise. You also reduce the educational value of the exercise in terms of improving your own effectiveness in real-world negotiations. (This also holds for seeking out "spoilers" about payoffs/point sheets/role information online).

**Your self-assessments, interviews, and class assignments are individual work.** You may not share yours (for example, as a "template" or "model") with other students before they have completed their own. Excessive similarities, even in structure or framework alone, may be investigated for issues with academic integrity. Ask the instructor if you need any clarification.

**COURSE SCHEDULE**

	Dates	Preparation
1	Mon Jan 22	<b>Topic: Overview and introduction to negotiation</b> Case: The Grand Strand
2	Mon Jan 29	<b>Topic: Distributive Negotiation</b> Case: Bluegreen Coffee
3	Mon Feb 5	<b>Topic: Integrative Negotiation</b> <b>Case: Vaultcorp &amp; Bluetronic</b>
4	Mon Feb 12	<b>Topic: Creativity and Problem Solving</b> <b>Case: Double-Booked</b>  <b>No Classes Monday February 19 (Louie Riel Day)</b>
5	Mon Feb 26	<b>Midterm Exam (30%)</b> Topic: <b>Discussion following exam</b>
6	Mon Mar 4	<b>Topic: Multi-issue Negotiations</b> <b>Case: Eleonica-Sinomobile</b>
7	Mon Mar 11	<b>Topic: Cross Cultural Negotiation</b> <b>Case: Alpha Beta</b>
8	Mon Mar 18	<b>Topic: Multiparty Negotiation</b> <b>Case: The Mansion</b>
9	Mon Mar 25	<b>Topic: Employment Negotiations</b> <b>Case: McNatch - Negotiating a job offer</b>
10	Mon Apr 1	<b>FINAL EXAM (35%)</b>

**ACADEMIC REGULATIONS AND STUDENT SERVICES**

**HUMAN ETHICS APPROVAL FOR DATA COLLECTION**

As part of coursework, if you will be collecting data from people who are not students in this class, you must obtain Human Ethics approval from the UofM's Research Ethics Board (REB) prior

to data collection. This applies to data collection such as surveys, interviews, focus groups, experiments, video recording, etc., where a respondent is solicited for participation.

If the entire class will be working on the same project, your instructor will apply for human ethics approval from the REB. If individuals or small groups of students will be working on different projects, it is the responsibility of the students to obtain approval (only one group member needs to apply). Your instructor will tell you whether s/he will be or you need to. **When in doubt, please talk to your instructor.**

Instructions and forms to apply for human ethics approval can be found at:

<http://umanitoba.ca/research/orec/ethics/guidelines.html>

In most cases, you will be using the "Protocol Submission Form" which is under the "REB Forms - Fort Garry Campus" heading.

It can take up to six weeks to process human ethics applications and obtain approval. Therefore, plan early. Note that approval must be obtained prior to data collection and cannot be obtained during the data collection phase or retroactively. Violation can get you, your instructor, and the Asper School in serious trouble with the REB.

The following do not require REB approval:

- a) Projects where students are conducting the research on themselves during class time;
- b) Projects involving the use of records or information that is in the public domain, including the use of anonymous secondary data and surveys or questionnaires that have already been published;
- c) Projects involving the use of naturalistic observation where there is no reasonable expectation of privacy (i.e. public park).
- d) Practicum or job training projects where students are fully integrated into the organization's operational practices and are not conducting research;
- e) Projects where the intent is to use the information to provide advice, diagnosis, identification of appropriate interventions or general advice for a client;
- f) Projects where the intent is to develop skills which are standard practice within a profession (e.g. observation, assessment, intervention, evaluation, auditing); or
- g) Projects where the information gathering processes are part of the normal professional relationship between the student and the participants.

**If you have any questions, please contact [humanethics@umanitoba.ca](mailto:humanethics@umanitoba.ca) or your instructor.**

#### UNCLAIMED ASSIGNMENT POLICY

Pursuant to the FIPPA Review Committee's approved recommendations of August 15, 2007, all unclaimed student assignments will become the property of the faculty and will be subject to destruction six months after the completion of any given academic term.

## **STUDENT SERVICES AND SUPPORTS**

The University of Manitoba provides many different services that can enhance learning and provide support for a variety of academic and personal concerns. You are encouraged to visit the below websites to learn more about these services and supports. If you have any questions or concerns, please do not hesitate to contact your instructor or the Graduate Program Office.

<b>For Information on...</b>	<b>...follow this link</b>
Course Outlines, Year-at-a-Glance, Concentrations, Textbooks, VW Dates and Final Exams	<a href="#">Asper Graduate Student Resources</a>
Exam Rescheduling Policy - <i>Please refer to Missing a Test/Exam on page 18 of the MBA Student Handbook</i>	<a href="#">MBA Student Handbook</a>
Help with research needs such as books, journals, sources of data, how to cite, and writing	<a href="#">Library Resources</a>
Tutors, workshops, and resources to help you improve your learning, writing, time management, and test-taking skills	<a href="#">Writing and Learning Support</a>
Support and advocacy for students with disabilities to help them in their academic work and progress	<a href="#">Student Accessibility Services</a>
Copyright-related questions and resources to help you avoid plagiarism or intellectual property violations	<a href="#">Copyright Office</a>
Student discipline bylaws, policies and procedures on academic integrity and misconduct, appeal procedures	<a href="#">Academic Integrity</a>
Policies & procedures with respect to student discipline or misconduct, including academic integrity violations	<a href="#">Student Discipline</a>
Students' rights & responsibilities, policies & procedures, and support services for academic or discipline concerns	<a href="#">Student Advocacy</a>
Your rights and responsibilities as a student, in both academic and non-academic contexts	<a href="#">Your rights and responsibilities</a>
Full range of medical services for any physical or mental health issues	<a href="#">University Health Service</a>
Information on health topics, including physical/mental health, alcohol/substance use harms, and sexual assault	<a href="#">Health and Wellness</a>
Any aspect of mental health, including anxiety, stress, depression, help with relationships or other life concerns, crisis services, and counselling.	<a href="#">Student Counselling Centre</a>
Support services available for help regarding any aspect of student and campus life, especially safety issues	<a href="#">Student Support Case Management</a>

Resources available on campus, for environmental, mental, physical, socio-cultural, and spiritual well-being	<a href="#">Live Well @ UofM</a>
Help with any concerns of harassment, discrimination, or sexual assault	<a href="#">Respectful Work and Learning Environment</a>
Concerns involving violence or threats, protocols for reporting, and how the university addresses them	<a href="#">Violent or Threatening Behavior</a>



# ACADEMIC INTEGRITY

I.H. Asper School of Business, The University of Manitoba

It is critical to the reputation of the I. H. Asper School of Business and of our degrees that everyone associated with our faculty behaves with the highest academic integrity. As the faculty that helps create business and government leaders, we have a special obligation to ensure that our ethical standards are beyond reproach. Any misconduct in our academic transactions violates this trust. The University of Manitoba Graduate Calendar addresses the issue of academic misconduct under the heading "Plagiarism and Cheating." Specifically, acts of academic misconduct include, but are not limited to:

- using the exact words of a published or unpublished author without quotation marks and without referencing the source of these words
- duplicating a table, graph or diagram, in whole or in part, without referencing the source
- paraphrasing the conceptual framework, research design, interpretation, or any other ideas of another person, whether written or verbal (e.g., personal communications, ideas from a verbal presentation) without referencing the source
- copying the answers of another student in any test, examination, or take-home assignment
- providing answers to another student in any test, examination, or take-home assignment
- taking any unauthorized materials into an examination or term test (crib notes)
- impersonating another student or allowing another person to impersonate oneself for the purpose of submitting academic work or writing any test or examination
- stealing or mutilating library materials
- accessing tests prior to the time and date of the sitting
- changing name or answer(s) on a test after that test has been graded and returned
- submitting the same paper or portions thereof for more than one assignment, without discussions with the instructors involved.

Many courses in the I. H. Asper School of Business require group projects. Students should be aware that group projects are subject to the same rules regarding academic misconduct. Because of the unique nature of group projects, all group members must exercise extraordinary care to insure that the group project does not violate the policy on Academic Integrity. Should a violation occur on a group project, all group members will be held jointly accountable, no matter what their individual level of involvement in the specific violation.

Some courses, while not requiring group projects, encourage students to work together in groups (or at least do not prohibit it) before submitting individual assignments. Students are encouraged to discuss this issue as it relates to academic integrity with their instructor to avoid violating this policy.

In the I. H. Asper School of Business, all suspected cases of academic misconduct involving a graduate student (i.e. MBA, MFin, MSCM, MSc or PhD student) will be reported directly by the instructor to the Dean of the Faculty of Graduate Studies.

## AI TOOLS

AI tools can be used to enhance learning and problem-solving skills, but they should not replace independent thinking and learning. Students must exercise critical thinking when using AI tools and acknowledge their use in academic work. Prohibited uses include generating or completing academic work with AI tools without appropriate acknowledgement. Academic honesty is paramount, and students should accurately represent their individual effort and knowledge. Faculty will provide guidance on AI tool usage and incorporate discussions on AI ethics and academic integrity. Violations may lead to disciplinary actions, including academic penalties or suspension.

## FACULTY BIOGRAPHY

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I.H. Asper School of Business, The University of Manitoba

Sean has been with the Business Administration Department at the Asper School of Business since 2002. He has a degree in Bachelor of Arts (Hons.) (Political Studies) from University of Winnipeg, and Masters of Public Administration from University of Manitoba, focusing on economic development and the role of government.

Sean specializes in human resource management, he teaches courses in administration at the undergraduate and MBA level. He also teaches [Asper Executive Education](#) courses, including [Negotiation and Consensus Building](#) and the [Advanced Program in Management, Leadership and Strategy](#). Beyond his academic role, Sean is the Faculty Advisor to the Stu Clarke and Undergraduate Asper Co-op Program. Sean won the 2021 and 2023 Asper School of Business Golden Shovel Award. In 2022 Sean won the Asper Associates Award for Excellence in teaching. Sean has a coffee maker in his office and enjoys the music of Adelle.