



Exploring Leadership

TEAMWORK: NEGOTIATION

Teaching negotiation to youth emphasizes the importance of collaboration, creativity, and open-mindedness. It also helps them develop quick problem-solving skills and approach challenges with a constructive mindset.

CONVERSATION STARTER:

When was the last time you had to negotiate for something? What were you trying to get—money, time, food, or maybe love? Think about the tactics you used. Which ones worked best for you, and why?

Success in life often depends on building strong relationships, which can be improved through effective negotiation. Negotiation is finding agreement or compromise without creating unnecessary conflict. It plays a critical role in resolving disagreements peacefully. Strong negotiation skills aren't just about winning arguments or getting your way—they focus on compromise, empathy, and shared understanding.

KEY OBJECTIVES:

- Identify the elements of effective negotiation.
- Practice negotiation in a role-playing exercise.

WHAT YOU'LL NEED:

- One copy of the Private Instructions, divided into two sections (see Appendix)
- Computer/Projector to show short video
- <https://www.youtube.com/watch?v=CcW5A1c3-Fc> (3:08 min)

EXPLORATION ACTIVITY:

In this interactive activity, you'll practice negotiation and teamwork to find creative solutions to a shared challenge.

- The facilitator will take on the role of R.H. Mandez.
- Divide participants into two teams, Team A and Team B.
- Give each team "Private Instructions" outlining their company's need for the oranges. Allow time to plan their strategy.
- Pair one participant from each team to negotiate privately, brainstorming as many solutions as possible in five minutes.
- Teams regroup to share discussions and decide on a final offer.
- Each team selects one person to present their offer to R.H. Mandez.
- Afterward, teams exchange their "Private Instructions" to understand each side's perspective.
- Discuss and choose the best solution as a group.
- End with this YouTube video, which explains the best resolution.

FACILITATION TIPS:

- Remind participants to focus on collaboration and finding mutual solutions, not just "winning."
- Encourage participants to think creatively and fairly when brainstorming solutions.



REFLECTION QUESTIONS:

- How did your group compromise to find a solution? Was it a win-win outcome, or did one side have to give up more?
- What do you believe is the secret to effective negotiation?
- Did anyone in your group suggest the solution highlighted in the video?

APPLICATION DISCUSSION:

- When could strong negotiation skills help you in real life?
- Think of a time you had to negotiate for something. Was the outcome satisfying for everyone? Why or why not?
- What do you think are the key elements of successful negotiation?
[Examples: Communication, cooperation, creativity, open-mindedness, inclusiveness, etc.]



CONCLUSION:

Successful negotiation builds stronger relationships by focusing on win-win outcomes rather than competition where someone loses. It fosters goodwill, even when interests differ, and teaches respect for everyone's perspectives. By finding common ground, negotiation encourages collaboration and creates solutions that satisfy everyone. It also prevents future conflicts by leaving all parties involved feeling satisfied and maintaining open communication. When challenges arise, remember: before engaging in conflict, consider the power of negotiation. It transforms differences into opportunities.

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REFERENCES

- Negotiation and Conflict Resolution Activities :<https://blog.trainerswarehouse.com/negotiation-and-conflict-resolution-activities>
- Two Girls and an Orange: <https://www.youtube.com/watch?v=CcW5A1c3-Fc> (3:08 minutes)
- Integrative vs. Distributive Negotiation - The Orange Juice Story: <https://www.youtube.com/watch?v=9VJgN6r1Toc> (4:08 minutes)
- Three Ways of Teaching Negotiation Skills to High School Students:
<https://www.marlborough.org/news/~board/stem/post/teaching-negotiation-skills-to-high-school-students>



APPENDIX:

Group A Private Instructions

You are part of a biological research team at a pharmaceutical company. Recently, your team has developed a synthetic serum to treat Rudosen, a disease affecting pregnant women that can cause severe brain, eye, and ear damage to unborn children unless the pregnant mothers are inoculated early in their pregnancies. The serum has passed FDA approval and is ready for production. However, it relies on the rind of a rare fruit: the Mandezine orange. Unfortunately, only a small harvest of these oranges was produced last season, and no more will be available for nearly a year.

You've learned that R.H. Mandez, a fruit exporter in South America, holds 3,000 Mandezine oranges—the minimum needed to produce your life-saving serum this year. Group B, your competitor, is also urgently seeking to buy these oranges. Mandez plans to sell them to the highest bidder. Your firm has authorized you to spend up to \$250,000 to secure the oranges, but before approaching Mandez, you decide to talk with Group B. Perhaps you can uncover information to gain an advantage in the negotiations.

Group B Private Instructions

You are part of a biological research team at a pharmaceutical company. Recently, your team developed a synthetic chemical to cure and prevent Rudosen, a disease affecting pregnant women. If untreated within the first month of pregnancy, Rudosen can cause severe brain, eye, and ear damage to unborn children. An outbreak is currently spreading in your state, making quick action essential to address the crisis. However, the chemical relies on the juice of a rare fruit: the Mandezine orange. Unfortunately, only a small harvest of these oranges was produced last season, and no more will be available for nearly a year.

You've learned that R.H. Mandez, a fruit exporter in South America, holds 3,000 Mandezine oranges—the exact amount needed to treat current victims and provide preventive inoculations for at-risk pregnant women. Group A, your competitor, is also urgently seeking to purchase the oranges. Mandez plans to sell them to the highest bidder. Your firm has authorized you to spend up to \$250,000 to secure the oranges, but before approaching Mandez, you decide to talk with Group A. Perhaps you can uncover information to gain an advantage in the negotiations.