

Exploring Leadership

TEAMWORK: NEGOTIATION

Teaching negotiation skills to adolescents is a great way to emphasize the importance of cooperation, innovation, open-mindedness, and inclusiveness. Furthermore, teaching negotiation skills gives students the ability to think quickly on their feet, while responding to difficult situations in a peaceful, constructive manner.

CONVERSATION STARTER:

When was the last time you had to negotiate for something?
What were you negotiating for? Money? Time? Food? Love?
What negotiation tactics have worked the best for you in the past?

Success in life is based primarily on success in human relationships, which can be developed and improved through negotiation. Negotiation is a process by which compromise or agreement is reached while avoiding argument or dispute. It is an essential element of peaceful conflict resolution. Contrary to popular belief, having great negotiation skills is not just about one's ability to win an argument or get one's way. It often requires compromise and sacrifice. In this activity, you'll get a chance to practice your negotiation skills.

EXPLORATION ACTIVITY:

Divide the group into two equal-sized teams: A & B. [The facilitator plays the part of Mandez.] Hand out the private instructions to each team and give them a moment to read the background explaining why they want the oranges. This will help them come up with reasoning for their negotiation.

FACILITATION TIP:

- Have a few different types of sample agendas printed to show participants

KEY OBJECTIVES:

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

WHAT YOU'LL NEED:

- Copies of the Private Instructions for each group (Appendix)
- Computer/Projector to show short video

- Pair up every participant from Group A with a participant from Group B, and have them go to a private negotiation spot where they should try to figure out as many ways as they can to solve the conflict between their companies.
- After five minutes, have them rejoin their groups to discuss their offer for Mandez.
- A representative for each group will then go to Mandez to make their offer so that the entire group can hear it. [Since Mandez is going to sell to the highest bidder, the winner may be easy to select, but it could be more complicated than it at first appears.]
- As a group, decide on which solution is the best.
- Allow the groups to swap Private Instructions so everyone knows both sides.
- Show this [YouTube video](#) for the best answer



REFLECTION QUESTIONS:

- Did anyone arrive at the best response shown in the video?
- How did your group compromise in arriving at a solution? Was it a win-win solution, or did someone have to lose?
- What is the secret to effective negotiation?

APPLICATION DISCUSSION:

- What is something you have had to negotiate for in the past? Did your negotiation satisfy all parties? Why or why not?
- When would good negotiation skills come in handy in real life?
- What are some of the elements of effective negotiation?
[Communication, cooperation, innovation, open-mindedness, inclusiveness, etc.]



CONCLUSION:

Successful negotiation results in stronger relationships where everyone wins instead of competition where someone has to lose. Negotiation fosters goodwill despite a difference in interests and teaches us to respect the concerns of all sides in a conflict. It also helps avoid future conflicts by leaving both parties equally satisfied, with no barriers to communication. Before you fight, try to negotiate.

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REFERENCES

- <https://blog.trainerswarehouse.com/negotiation-and-conflict-resolution-activities>
- <https://www.youtube.com/watch?v=CcW5A1c3-Fc>
- <https://www.youtube.com/watch?v=9VJgN6r1Toc>
- <http://www.cypq.org/sites/cypq.org/files/MATERIAL%20Ugli%20Orange%20Handouts.pdf>
- <https://www.marlbrough.org/news/~board/stem/post/teaching-negotiation-skills-to-high-school-students>



APPENDIX: GROUP INSTRUCTIONS

Group A Private Instructions

You are part of a biological research team for a pharmaceutical firm. You have recently developed a synthetic serum useful in the treatment of Rudosen, a disease contracted by pregnant women that causes serious brain, eye, and ear damage to unborn children unless the pregnant mothers are inoculated early in their pregnancies. Your serum has passed FDA approval, and your firm is ready to begin production. Unfortunately, the serum is made from the rind of a very rare fruit: the Mandezine orange. Only a small number of these oranges were produced last season and no more will be available for almost a year. You have been informed that R. H. Mandez, a fruit exporter in South America, is in possession of 3000 Mandezine oranges, which is the minimum needed to go into production of your life-saving serum this year. You have also been informed that Group B, your competitor, is also urgently seeking to purchase the oranges, and is aware that Mandez holds most of the world's supply and is going to sell them to the highest bidder. You have been authorized to spend as much as \$250,000 to purchase the oranges. Before you approach Mandez to negotiate, you decide to talk to Group B to make sure you will not be prevented from purchasing the oranges. Maybe you can learn something that will help you gain the upper hand in your negotiations with Mandez.

Group B Private Instructions

You are part of a biological research team for a pharmaceutical firm. You have recently developed a synthetic chemical useful for curing and preventing Rudosen. Rudosen is a disease contracted by pregnant women. If not caught in the first month of pregnancy, the disease causes serious brain, eye, and ear damage to the unborn child. Recently there has been an outbreak of Rudosen in your state. Unfortunately, the chemical that cures it is made from the juice of a very rare fruit: the Mandezine orange. Only a small number of these oranges were produced last season and no more will be available for almost a year. You have been informed that R. H. Mandez, a fruit exporter in South America, is in possession of 3000 Mandezine oranges. If you could obtain all 3000, you would be able to both cure the present victims and provide sufficient inoculation for the remaining pregnant women in the state. You have also been informed that Group A, your competitor, is also urgently seeking to purchase the oranges and is aware that Mandez holds most of the world's supply and is going to sell them to the highest bidder. You have been authorized to spend as much as \$250,000 to purchase the oranges, but before you approach Mandez to negotiate, you decide to talk to Group A to make sure you will not be prevented from doing so and to see if you can find out something that will help you negotiate with Mandez.