

<b>Module code</b>	<b>SEL709</b>	<b>Level</b>	7
<b>Module title</b>	<b>Cross-Cultural Negotiation Skills</b>		
<b>Status</b>	Elective		
<b>Teaching Period</b>	Autumn/Spring		
<b>Courses on which the module is taught</b>	All Postgraduate Courses under the Regent's Model		
<b>Prerequisite modules</b>	n/a		
<b>Notional learning hours</b>	100	<b>Credit value</b>	10
		<b>ECTS Credits</b>	5
<b>Field trips?</b>	<i>Field trips in London will form part of this module. The university will cover costs of entrance, but you will need to cover costs of travel within the Greater London area.</i>		
<b>Additional costs</b>	No		
<b>Content notes</b>	No		

## 1. Module description

Negotiation is part of everyday life and is something that we practice unconsciously; it is the way we manage our relations with the people around us and deal with their interests and needs that are different from our own. Approaches to negotiation can differ significantly from person to person and from culture to culture. This stems from the expectations and perspectives of prospective clients or partners from highly diversified backgrounds. Indeed, negotiation can be negatively affected by misguided stereotypes.

This module gives you the chance to develop and practice the skill of negotiation in a range of cross-cultural contexts. To be successful in any kind of negotiation, you will need to draw on a wide variety of resources and attributes, including familiarity with diverse cultures, awareness of the perceptual framework that your counterpart is using, behavioral and cognitive flexibility, cultural sensitivity, self-awareness, long-term strategic thinking and effective communication skills.

The main aims of this module are to:

- explore the concept of negotiation and its complex manifestations in life, communities, business and diplomacy;
- develop general negotiation strategies and approaches, and learn how to adapt them to suit different cultural and disciplinary perspectives and
- practice being a negotiator in uncertain, changing situations requiring a high degree of flexibility and sensitivity, while keeping your focus on the desired outcomes.

## 2. Learning Outcomes

*Upon successful completion of this module, you will be able to:*

**Collaboration (MLO 01)**

Lead and negotiate professional networks to solve challenges in complex cross-cultural contexts.

**Communication (MLO 05)**

Communicate *persuasively* orally and/or in writing in cross-cultural contexts.

**Interdisciplinary Perspectives (MLO 09)**

Integrate different disciplinary approaches in proposing insights in cross-cultural negotiation contexts.

**3. Learning and teaching methods, and reasonable adjustments**

Your learning will occur through classroom interactions and workshops. The central element of each week’s learning involves engaging in small and large group discussions where you can exchange interpretations of the material with your peers. The module sessions will employ various teaching methods to enhance comprehension of theory and develop your skills. These methods will include research and presentation activities to explore the theory and practice of interpersonal and intercultural negotiation, in-class role plays and simulations, consideration of case studies, micro-lectures, field trips, and opportunities for personal reflection.

The module has 3 distinct phases: in the first phase, you will explore intercultural and interpersonal dynamics in negotiations through a set of simulation tasks and awareness raising activities; in the middle section of the module, you will work in groups to plan a research engagement with a community outside of the University; and in the final phase, you will play a role in a simulated business or international relations context, in order to develop your communicative skills, as well as synthesising and consolidating the knowledge you have developed throughout the module.

<b>Learning hours</b>				<b>100</b>
<b>Directed learning</b>				<b>36</b>
<b>Workshops/ classes/ seminars/ lead events</b>	<b>Supervision</b>	<b>Studio time</b>	<b>Other</b>	
36	0	0		0
<b>Guided/Self-guided learning</b>				<b>64</b>

**4. Assessments and weighting, reasonable adjustment, and feedback methods**

**Assessment component 1: Essay**

**Weight: 100%**

**Word Count or Equivalent: 2500 words maximum.**

This reflective essay will involve synthesising the cross-disciplinary theoretical content of the course to explain the dynamics of the negotiations in which you have participated throughout the distinct phases of the module. The essay must demonstrate that you have achieved the three learning outcomes, reflecting on your participation in the field trip, simulations and other experiential activities (Collaboration), on the communicative skills you have developed in cross-cultural situations (Communication) and on the knowledge you have gained about disciplinary perspectives on negotiation (Interdisciplinary Perspectives).

Reasonable adjustments for the assessment will be confirmed with students that have a support plan in place.

Mapping of assessment tasks:

Assessment components	MLO1	MLO5	MLO9
Essay	X	X	X

The above assessment component is summative. Students will have the opportunity for formative assessment and feedback before each summative assessment.

**5. Indicative resources**

Cull, N.J. (2019) *Public Diplomacy: Foundations for Global Engagement in the Digital Age*. London: Wiley.

Fisher, R., Ury, W. & Patton, B. (2011) *Getting to Yes: Negotiating an Agreement Without Giving In* [3<sup>rd</sup> Ed.]. London: Random House.

Ghauri, P.N. & Usunier, J.-C. (2003) *International Business Negotiations* [2nd Ed.]. Oxford: Elsevier Pergamon (eBook available)

Graham, J.L., Lawrence, L. & Hernandez Requejo, W. (2020) *AND?: How to Build Relationships Through Inventive Negotiation*. Independent

Hutchison, E., Bleiker, R., Bourne, J., & Hoang, Y. (2024). 'Decolonising affect: Emotions and the politics of peace', *Cooperation and Conflict*, 59(2), pp.149-170. <https://doi.org/10.1177/00108367241244956>

Katz, L. (2017) *Negotiating International Business: the negotiator's reference guide to 50 countries around the world* [3rd edition]. Charleston, SC: CreateSpace.

Meyer, E. (2015) *Getting to Si, Ja, Oui, Hai, and Da*. Harvard Business Review, December 2015, pp.74–80

Nye, J.S. Jr. (2005) *Soft Power*. New York, NY: Public Affairs.

Sen, S. (2023) 'Decolonising to reimagine International Relations: An introduction', *Review of International Studies*, 49(3), pp. 339–345. doi:10.1017/S0260210523000177.

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