



# **Advanced Negotiation and High-Stakes Decision Making Training Course**

**Ref: #CS7113**



## **Course Introduction / Overview:**

In today's volatile corporate landscape, the ability to navigate high-stakes negotiations and make sound, strategic decisions under pressure is the hallmark of effective leadership. This intensive training course is meticulously designed to move beyond foundational concepts, equipping senior professionals with the advanced frameworks and psychological insights needed to excel in complex, high-pressure environments. We will explore the sophisticated principles of principled negotiation, drawing from the influential work of Roger Fisher, co-author of the seminal book "Getting to Yes: Negotiating Agreement Without Giving In". Participants will learn to deconstruct intricate problems, manage multi-party dynamics, and mitigate the cognitive biases that often derail critical decisions. At BIG BEN Training Center, we believe in fostering a deep, practical understanding of these skills. This program integrates cutting-edge behavioral economics, game theory applications, and robust ethical frameworks to ensure that every decision is not only advantageous but also principled and sustainable. This course provides a comprehensive toolkit for transforming challenging negotiations into opportunities for value creation and solidifying your role as a decisive and influential leader within your organization.

## **Target Audience / This training course is suitable for:**



- C-Suite Executives (CEOs, CFOs, COOs).
- Senior and Executive Vice Presidents.
- Directors and Senior Managers.
- Heads of Departments.
- Experienced Project and Program Managers.
- Government Officials and Diplomats.
- Legal Counsel and Corporate Lawyers.
- Procurement and Supply Chain Leaders.
- Senior Sales and Business Development Professionals.
- Entrepreneurs and Business Owners.

## **Target Sectors and Industries:**

- Banking and Financial Services.
- Technology and Telecommunications.
- Oil, Gas, and Energy Sector.
- Pharmaceutical and Healthcare Industries.
- Legal and Professional Services.
- Government Agencies and Public Sector Organizations.
- Manufacturing and Engineering.
- Aerospace and Defense.
- Real Estate and Construction.
- Consulting and Advisory Firms.

## **Target Organizations Departments:**



- Executive Management and Leadership.
- Legal and Compliance Departments.
- Sales and Business Development.
- Procurement and Sourcing.
- Mergers and Acquisitions Teams.
- Human Resources and Industrial Relations.
- Project Management Office (PMO).
- Strategy and Corporate Development.
- Finance and Investment Divisions.
- Operations Management.

## **Course Offerings:**

By the end of this course, the participants will have able to:

- Master advanced principled negotiation techniques for complex, multi-party scenarios.
- Analyze and mitigate the impact of cognitive biases on critical decision-making processes.
- Develop and execute sophisticated BATNA (Best Alternative to a Negotiated Agreement) strategies.
- Apply game theory concepts to anticipate counterpart moves and frame strategic offers.
- Lead high-stakes negotiations with enhanced emotional intelligence and psychological acuity.
- Construct and apply robust ethical frameworks to navigate morally ambiguous situations.
- Utilize data-driven approaches to inform and justify high-impact executive decisions.
- Manage and resolve conflict effectively in high-pressure corporate environments.
- Influence key stakeholders and build consensus during challenging negotiations.
- Deconstruct complex problems to identify core interests and create innovative solutions.

## **Course Methodology:**



The training methodology at BIG BEN Training Center is designed to be deeply immersive and practical, ensuring that participants can immediately apply learned concepts in their professional roles. This course moves beyond traditional lectures, emphasizing an experiential learning approach. A significant portion of the training is dedicated to complex, realistic simulations and role-playing exercises that mirror the high-stakes scenarios executives face. These interactive sessions are followed by structured debriefs and personalized feedback from the instructor and peers to foster deep reflection and skill refinement. We utilize a blend of case studies from diverse industries, group discussions, and problem-solving workshops to explore strategic frameworks and decision-making models. Participants will engage in team-based activities that challenge them to apply negotiation tactics and data-driven decision-making principles collaboratively. This dynamic and engaging environment encourages active participation, ensuring a comprehensive understanding of both the art and science of advanced negotiation and decision-making.

## **Course Agenda (Course Units):**

### **Unit One: Foundations of Executive Negotiation and Strategic Choice**

- The architecture of high-stakes negotiation.
- Revisiting principled negotiation in complex environments.
- Advanced BATNA analysis and ZOPA identification.
- Identifying and understanding your negotiation style.
- The critical link between negotiation and decision-making.
- Introduction to cognitive biases in leadership.
- Frameworks for rational and intuitive decision-making.



## **Unit Two: The Psychology of Influence and Persuasion**

- Advanced techniques of persuasion and influence.
- The role of emotional intelligence in negotiation outcomes.
- Building rapport and trust under pressure.
- Understanding and leveraging behavioral economics principles.
- Managing difficult personalities and tactics.
- Framing and anchoring strategies for optimal results.
- Non-verbal communication in high-stakes interactions.

## **Unit Three: Advanced Frameworks for High-Stakes Decision Making**

- Introduction to game theory in business negotiations.
- Utilizing decision trees and scenario analysis.
- Risk assessment and mitigation strategies.
- Data-driven decision-making versus experience-based judgment.
- Frameworks for ethical decision-making in leadership.
- Group decision-making dynamics and avoiding groupthink.
- Developing a structured approach to complex problem-solving.

## **Unit Four: Managing Multi-Party and Cross-Cultural Negotiations**

- Strategies for managing multi-party negotiations and coalitions.
- Navigating cross-cultural communication and negotiation styles.
- Stakeholder mapping and management techniques.
- Crisis negotiation and de-escalation tactics.
- Managing internal negotiations within the organization.
- The role of mediators and third-party facilitators.
- Building sustainable agreements and long-term partnerships.

## **Unit Five: Integration, Simulation, and Leadership Application**



- Capstone negotiation simulation: a complex, multi-issue scenario.
- Integrating negotiation skills with strategic leadership.
- Developing a personal action plan for skill implementation.
- Advanced feedback and coaching sessions.
- Handling ambiguity and uncertainty in decision-making.
- The leader's role in fostering a culture of effective negotiation.
- Final review of key concepts and advanced strategies.

## **FAQ:**

### **Qualifications required for registering to this course?**

There are no requirements.

### **How long is each daily session, and what is the total number of training hours for the course?**

This training course spans five days, with daily sessions ranging between 4 to 5 hours, including breaks and interactive activities, bringing the total duration to 20 - 25 training hours.

### **Something to think about:**

In a high-stakes negotiation where ethical lines are blurred and significant gains are possible, how does a leader balance the principles of value creation with the pressures of securing a competitive advantage?

### **What unique qualities does this course offer compared to other courses?**



This course distinguishes itself by deeply integrating the two critical executive competencies of negotiation and decision-making, treating them not as separate skills but as a unified strategic function. While many programs focus on negotiation tactics in isolation, this training delves into the cognitive and psychological underpinnings of why certain strategies succeed, equipping leaders with the foresight to navigate complex human dynamics. We move beyond standard models to explore the direct impact of behavioral economics and cognitive biases on high-stakes outcomes. The curriculum is built around sophisticated, multi-layered simulations that replicate the intense pressure and ambiguity of real-world executive challenges, forcing participants to apply theoretical knowledge in dynamic, unpredictable environments. Rather than simply providing a toolkit, our focus is on cultivating a strategic mindset. The program emphasizes ethical frameworks and principled leadership, ensuring that participants learn not only how to win a negotiation but how to build sustainable, value-driven agreements that enhance long-term organizational success and reputation.