



# NEGOTIATING LABOR/MANAGEMENT AGREEMENTS FOR COMPETITIVE ADVANTAGE

## PROGRAM DESCRIPTION

Gain real-world experience before engaging in labor/management negotiations where the stakes are high and mistakes can be costly. The impact of contract negotiations on the bottom line is lasting, and though they only occur every few years, no company or union can afford to send its negotiation team to the table poorly prepared. Highly effective negotiators add value by crafting agreements that facilitate a positive and productive workplace.

## OVERALL GOAL/OBJECTIVE OF PROGRAM

This program features a comprehensive and unique framework that identifies the multiple linkages between collective bargaining strategies and broader human resources management, operational, and business strategies.

Participants will engage in a simulated exercise built on a case exclusively designed for this program. The exercise will encourage you to resolve complex issues and apply your learned negotiating skills as a member of a team while negotiating a landmark agreement that yields competitive advantage.

## WHAT YOU WILL LEARN

- **The Four Stages of Negotiations**
  - Planning, Opening, Bargaining, and Closing
- **Analysis, Framing, and Formulation of a Strategic Negotiating Process**
  - Aligning Negotiations with Business Strategy and Negotiating in Good Faith Under the Law
- **Negotiation Steps and Processes**
  - From Team Make-up to Closing, Commitment, and Obtaining Ratification
- **The Negotiator as Reflective Leader**
  - Understanding Your Role as Leader and Coach

## PROGRAM DETAILS

This is an engaging and highly interactive 3-day live program via Zoom.

## UPCOMING SESSIONS

- May 20-22, 2024
- August 6-8, 2024

**REGISTRATION FEE:** \$2,500

## READY TO BEGIN?

To register or learn more about this program, scan the QR code or visit us online at <https://hrlr.msu.edu/negotiate>



## Questions?

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