



Academic-UG Section DELHI TECHNOLOGICAL UNIVERSITY

Established by Govt. of Delhi Vide Act 6 of 2009
Shahbad Daulatpur, Bawana Road, Delhi-110042
Tel : +91-11-27296337, Fax : +91-11-2787 1023

105(444)/DTU/Acad-UG/2018-19/8418-25

Dated: 20/7/20

NOTIFICATION

Subject: Introduction of new Foundation Elective (FEC)

The Academic Council in its 23rd meeting held on 15.05.2020 has approved the introduction of following foundation elective course:

Subject Code: FEC 54 **Course Title:** Negotiation and Leadership

Syllabus

Key concepts and core vocabulary of negotiation process, deal-making and dispute resolution, Assumptions and biases that are barriers to effective negotiation, Collaborative approaches, risk & opportunities to achieve win-win outcomes

Negotiation Canvas

Introduction of framework for negotiation preparation and how to use it, Elements of negotiation canvas i.e. relationship, alternatives, legitimacy, options, interests among others, Difference between position and interests

Managing critical moments

Types of negotiation approaches used by negotiators, Critical moments that can make or break the deal, How to identify these critical moments, Strategies to manage critical moments in the negotiation

Effective Communication and Relationship Building

Role of communication and relationship in negotiation, Understanding the other party's psychology to understand their interests, build trust and improve the scope of the negotiation, Unconditionally constructive behaviours, Methods of building trust, and empathy, Overcoming communication barriers, difficult behaviours and information asymmetry

Discovering, creating and claiming value

Methods of value discovery during negotiation, How is value divided and claimed between the negotiating parties?, What are the tradeoffs, mutual gains and contingencies?, Concept of distributive bargaining, equitable solutions, and ZOPA (zone of possible agreement), Biases and enemies of value creation

Complex Negotiations

Strategies for negotiations are not straightforward, involve several issues, include multiple stakeholders, and /or involve powerful parties, Hofstede's Culture dimensions, Dealing with people with difficult behaviours.

Managing Alternatives

Concept of BATNA (Best Alternative to Negotiated Agreement), Methods to evaluate alternative options/offers, Management of one's alternatives and other party's alternatives during negotiation.

Legitimacy and Building Commitment

When to say yes to agreed terms, and when to walk away, Criteria for decision-making on negotiated terms, Assessment of the legitimacy of negotiated terms, Leading all parties to commit to the negotiated agreement, Steps from plan to execution

Text and reference books:

1. *Getting to Yes: Negotiating Agreement Without Giving in* by Roger Fisher, William L. Ury, and Bruce Patton. Penguin Books
2. *Difficult Conversations: How to Discuss What Matters Most* by Douglas Stone, Bruce Patton, Sheila Heen. Penguin Books
3. *Value Negotiation: How to Finally Get the Win-Win Right* by Horacio Falcão. Pearson Education

Articles:

1. The Seven Myths of Win-Win Negotiations, by Horacio Falcão
2. Control the Negotiation before it begins by Deepak Malhotra



(Prof. Madhusudan Singh)
Dean Academic (UG)

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(Prof. Rajeshwari Pandey)
Associate Dean Academic (UG)