Gender and Negotiation Skills Training Course

Professional Development Training Course Outline

Category	Gender Studies	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

Effective negotiation is a critical skill in professional, social, and personal contexts, and understanding gender dynamics is essential to mastering it. Gender and Negotiation Skills training course equips participants with practical strategies, communication techniques, and empowerment tools to navigate negotiation scenarios confidently. Through interactive exercises, case studies, and real-world simulations, learners will explore how gender influences negotiation outcomes, develop assertiveness without conflict, and enhance decision-making and influence. This course is designed to address gender biases, foster inclusive negotiation practices, and cultivate equity-driven outcomes across diverse professional and community environments.

Participants will gain a deep understanding of power dynamics, emotional intelligence, and strategic communication, while learning to leverage collaboration, persuasion, and negotiation frameworks. By integrating evidence-based methodologies, the course ensures participants acquire skills to negotiate successfully in multicultural, multi-gender, and hierarchical settings. Learners will engage in hands-on simulations, analyze gender-focused negotiation case studies, and receive personalized feedback to reinforce practical learning. By the end, participants will confidently apply inclusive negotiation strategies to achieve mutually beneficial outcomes while promoting gender equity in professional and societal contexts.

Programme Curriculum

Gender and Negotiation Skills Training Course

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Course Duration

5 days

Course Objectives

By the end of this training, participants will be able to:

1. Understand gender dynamics and power structures in negotiation contexts.
2. Identify and mitigate unconscious biases in negotiation scenarios.
3. Apply assertive communication techniques tailored to gender-sensitive situations.
4. Leverage emotional intelligence to influence negotiation outcomes.
5. Utilize strategic negotiation frameworks for professional and personal success.
6. Analyze case studies on gender and negotiation to inform practical decision-making.
7. Build confidence in cross-gender negotiation interactions.
8. Develop collaborative strategies to achieve win-win outcomes.
9. Enhance persuasion and advocacy skills while maintaining equity.
10. Understand cultural and societal impacts on gender negotiation dynamics.
11. Implement ethical negotiation practices aligned with organizational values.
12. Measure negotiation effectiveness using feedback and reflection.
13. Promote inclusive and equitable negotiation environments in teams and communities.

Target Audience

1. Mid-level managers and team leaders
2. HR professionals and diversity officers
3. Entrepreneurs and business owners
4. Policy makers and negotiators
5. Community leaders and social activists
6. Corporate executives and board members
7. Professionals in international and multicultural settings
8. Anyone seeking to improve gender-sensitive negotiation skills

Course Modules

Module 1: Foundations of Gender and Negotiation

- Introduction to negotiation theories and gender lens
- Understanding power dynamics in mixed-gender contexts
- Identifying gender-specific negotiation challenges

- Recognizing societal and cultural influences
- Case study: Gender gap in corporate negotiation outcomes

Module 2: Communication and Assertiveness

- Techniques for assertive verbal and non-verbal communication
- Overcoming gendered stereotypes in discussions
- Building credibility and influence in negotiations
- Role-playing exercises on high-stakes scenarios
- Case study: Women leaders negotiating salaries

Module 3: Emotional Intelligence in Negotiation

- Recognizing and managing emotions in negotiation
- Empathy as a negotiation tool
- Handling conflict and resistance effectively
- Stress management during critical discussions
- Case study: Cross-gender team negotiation dynamics

Module 4: Strategic Negotiation Frameworks

- Collaborative vs. competitive negotiation approaches
- BATNA (Best Alternative to a Negotiated Agreement) analysis
- ZOPA (Zone of Possible Agreement) strategies
- Planning and preparation for negotiation success
- Case study: Multi-stakeholder project negotiations

Module 5: Negotiation Ethics and Gender Equity

- Understanding ethical dilemmas in negotiation
- Promoting transparency and fairness
- Gender-informed decision-making
- Maintaining integrity under pressure
- Case study: Ethical negotiation in NGO project funding

Module 6: Negotiation in Multicultural Settings

- Gender norms across cultures and their impact
- Adapting negotiation style to cultural context
- Inclusive language and culturally sensitive tactics
- Managing cross-border and remote negotiations
- Case study: International trade negotiations

Module 7: Conflict Resolution and Win-Win Outcomes

- Techniques for transforming conflict into opportunity
- Building consensus and fostering collaboration
- Negotiating under pressure or opposition
- Mediation and facilitation strategies
- Case study: Workplace dispute resolution

Module 8: Practical Applications and Simulations

- Real-life negotiation simulations
- Peer feedback and reflection exercises
- Applying learned frameworks to personal scenarios
- Developing a personal negotiation improvement plan
- Case study: Negotiating a promotion or partnership deal

Training Methodology

This course employs a participatory and hands-on approach to ensure practical learning, including:

- Interactive lectures and presentations.
- Group discussions and brainstorming sessions.
- Hands-on exercises using real-world datasets.
- Role-playing and scenario-based simulations.
- Analysis of case studies to bridge theory and practice.
- Peer-to-peer learning and networking.
- Expert-led Q&A sessions.
- Continuous feedback and personalized guidance.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price

23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

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