Interest-Based Bargaining Techniques Training Course

Professional Development Training Course Outline

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

Course Introduction

In today’s high-pressure business environment, organizations require advanced negotiation skills, collaborative conflict resolution, stakeholder engagement, and strategic communication techniques to maintain sustainable partnerships and high-performing teams. Interest-Based Bargaining Techniques Training Course is designed to equip professionals with practical tools to achieve win-win negotiations, relationship management, trust-building, emotional intelligence, and data-driven decision-making. This course focuses on identifying underlying interests instead of fixed positions, enabling participants to create innovative agreements that improve productivity, employee relations, customer retention, and organizational performance.

This highly interactive training program integrates modern negotiation frameworks, workplace mediation strategies, labor-management collaboration, problem-solving methodologies, leadership communication, AI-enhanced negotiation analysis, and behavioral intelligence techniques. Participants will gain hands-on experience through simulations, role-plays, and real-world case studies from corporate, government, HR, procurement, and industrial relations sectors. By mastering interest-based bargaining, collaborative leadership, strategic influence, and conflict prevention, learners will develop the confidence to manage complex negotiations and build long-term professional relationships in dynamic global workplaces.

Programme Curriculum

Interest-Based Bargaining Techniques Training Course

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Course Duration

5 days

Course Objectives

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

1. Understand the principles of Interest-Based Bargaining (IBB) and collaborative negotiation strategies.
2. Apply strategic communication and active listening skills during negotiations.
3. Identify hidden interests, priorities, and stakeholder expectations using behavioral analysis techniques.
4. Develop win-win negotiation frameworks for sustainable business agreements.
5. Enhance conflict resolution and workplace mediation capabilities.
6. Utilize emotional intelligence (EQ) to improve negotiation outcomes.
7. Strengthen leadership influence and persuasion skills in high-stakes discussions.
8. Implement data-driven decision-making and negotiation analytics for better bargaining results.
9. Build effective labor-management partnerships and employee engagement strategies.
10. Improve cross-cultural negotiation and global communication competencies.
11. Apply problem-solving and consensus-building methods to complex disputes.
12. Leverage AI-powered negotiation insights and digital collaboration tools in modern bargaining environments.
13. Design action plans for organizational transformation, stakeholder alignment, and long-term relationship management.

Target Audience

1. Human Resource Professionals
2. Labor Relations and Industrial Relations Managers
3. Procurement and Contract Management Professionals
4. Team Leaders and Department Managers
5. Corporate Executives and Business Leaders
6. Government and Public Sector Officials
7. Trade Union Representatives
8. Project Managers and Operations Professionals

Course Modules

Module 1: Fundamentals of Interest-Based Bargaining

- Principles and concepts of Interest-Based Bargaining
- Positional vs. interest-based negotiation
- Building trust and collaborative relationships
- Key stages of the bargaining process
- Ethical negotiation and transparency practices
- **Case Study:** Transforming labor-management disputes into collaborative partnerships in a manufacturing company

Module 2: Communication and Active Listening Skills

- Strategic communication techniques
- Active listening and questioning methods
- Emotional intelligence in negotiations
- Non-verbal communication and body language
- Managing difficult conversations effectively
- **Case Study:** Resolving workplace conflicts through empathetic communication in a multinational organization

Module 3: Conflict Resolution and Mediation Strategies

- Conflict analysis and root-cause identification
- Mediation and facilitation frameworks
- Consensus-building strategies
- Managing workplace tension and resistance
- Collaborative problem-solving techniques
- **Case Study:** Successful mediation between management and employees during organizational restructuring

Module 4: Negotiation Planning and Strategy Development

- Preparing negotiation objectives and priorities
- Stakeholder mapping and influence analysis
- Risk assessment and scenario planning
- Data-driven negotiation strategies
- Developing BATNA and negotiation leverage
- **Case Study:** Strategic supplier negotiations leading to cost optimization and partnership growth

Module 5: Advanced Bargaining Techniques

- Persuasion and influence psychology
- Managing high-pressure negotiations
- Cross-cultural bargaining strategies
- Handling objections and deadlocks
- AI-enhanced negotiation analysis tools
- **Case Study:** International business negotiation achieving successful cross-border agreements

Module 6: Labor Relations and Employee Engagement

- Collaborative labor-management relationships
- Collective bargaining frameworks
- Employee engagement and retention strategies

- Managing grievances and disputes
- Workplace culture and organizational trust
- **Case Study:** Improving employee satisfaction through collaborative bargaining initiatives

Module 7: Leadership and Decision-Making in Negotiations

- Leadership communication strategies
- Decision-making under pressure
- Stakeholder alignment and influence management
- Crisis negotiation and conflict prevention
- Building long-term strategic partnerships
- **Case Study:** Executive leadership negotiation during corporate mergers and acquisitions

Module 8: Action Planning and Practical Negotiation Simulations

- Real-world negotiation simulations
- Team-based bargaining exercises
- Developing negotiation action plans
- Measuring negotiation performance and KPIs
- Continuous improvement and learning strategies
- **Case Study:** Comprehensive negotiation simulation for resolving complex organizational disputes

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

Ready to enroll or request a customized program? Book online or contact us:

Register Online Now

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