

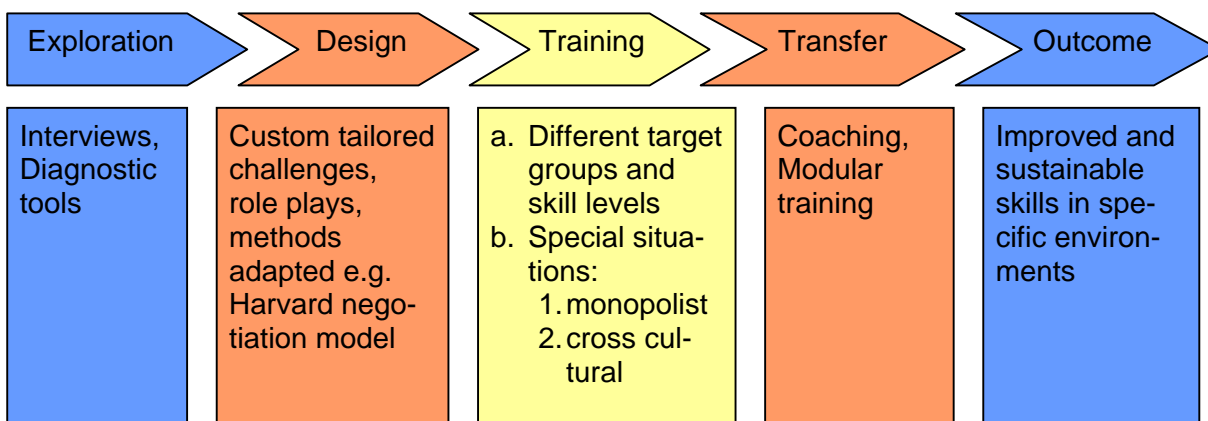
# Negotiation Training

**Everybody** needs to negotiate from time to time. **Professional negotiators** have developed it into an art form.

Research shows what they do differently: they consider a wider range of options and outcomes than average negotiators, give more attention to common ground areas, think more consistently in negotiation ranges with upper and lower limits, use issue planning over sequence planning, focus on fewer reasons but use them more flexibly etc.

Negotiating successfully does not require a specific personality or a shrewd character. What ensures success are a solid, methodical approach, used with great flexibility and excellent awareness of the other's interests and desired outcomes. While win/win describes perfectly this attitude, in real life it's not always the adequate strategy.

We help you identify winning strategies and we train the competencies and skills required in your target employees. ***How would we work with you?***



The start is nearly always a thorough **exploration** of the negotiation tasks of your target group, their skill level(s) and critical success factors in their specific environment. From there we **design** training programs that address key challenges and train successful attitudes and behaviours. We develop **custom tailored role plays** to match real life scenarios. You may want your negotiators to understand better their **personal style preferences**. We use the DISC methodology to achieve this and to help them deal more flexibly with other's styles.

Special skill sets are required to negotiate with **monopolists**, to compete with partners who use a very **combative approach** and of course to conduct negotiations in an **international environment**. Our trainers combine cultural experiences with real business acumen and prepare learning groups for difficult cross cultural challenges.

We emphasize stable and sustainable skill development. Behavioural skill learning needs repetition and adaptation to special situations. Our training approach has evolved into a **modular system of courses** for varying levels of expertise. Our customers ask us to conduct training programs in different regions of Europe, USA and Asia. With some customers we have used a **coaching approach**, focusing on specific demanding situations with individuals and negotiation teams.

For more information or to discuss what we could do for you, please contact [gerd.hofielen\(at\)discovery-consult.com](mailto:gerd.hofielen(at)discovery-consult.com)