BLACKBIRD FOR TRAINING

Comprehensive Course in Negotiation Skills

18 – 29 January 2027
Lagos (Nigeria)



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Introduction

Negotiation Skills have become one of the most essential professional competencies in today's business environment. Organizations increasingly depend on leaders, managers, procurement professionals, project managers, sales specialists, and executives who can successfully negotiate agreements, manage stakeholder expectations, resolve conflicts, and achieve mutually beneficial outcomes.

Effective negotiation extends far beyond simply reaching an agreement. It requires careful preparation, strategic thinking, communication excellence, behavioral awareness, influencing capabilities, and the ability to understand the motivations and interests of all parties involved. In highly competitive and complex environments, successful negotiators must balance organizational objectives, stakeholder relationships, commercial interests, and long-term value creation.

This course provides a comprehensive framework for developing professional Negotiation Skills across a wide range of business situations. Participants will learn how to plan negotiations strategically, apply persuasion and influencing techniques, analyze counterpart interests, interpret behavioral signals, manage difficult negotiations, navigate cross-cultural environments, and build sustainable agreements that support organizational objectives.

The program combines negotiation strategy, communication effectiveness, behavioral analysis, stakeholder management, and advanced negotiation techniques into a structured learning journey designed to improve negotiation outcomes and strengthen professional effectiveness.

Course Objectives

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



- Understand the core principles and foundations of professional negotiation.
- Develop structured negotiation preparation and planning strategies.
- Analyze negotiation situations and identify key objectives and alternatives.
- Apply negotiation approaches appropriate to different business scenarios.
- Use advanced persuasion and influencing techniques during negotiations.
- Strengthen verbal communication skills in negotiation environments.
- Interpret and utilize body language and behavioral signals effectively.
- Analyze counterpart motivations, interests, and negotiation behaviors.
- Manage difficult and high-stakes negotiations confidently.
- Handle objections, resistance, and negotiation challenges effectively.
- Develop mutually beneficial agreements and sustainable outcomes.
- Apply negotiation strategies in international and cross-cultural environments.
- Improve decision-making effectiveness during negotiations.
- Strengthen stakeholder engagement and relationship management capabilities.
- Develop a continuous improvement plan for negotiation excellence.

Course Outlines

Day 1: Foundations of Negotiation and Professional Negotiator Mindset

- Understanding the role and importance of Negotiation Skills.
- Principles and foundations of successful negotiations.
- Types of negotiations and negotiation environments.
- Characteristics of effective negotiators.
- The negotiation process and key stages.
- Common negotiation mistakes and how to avoid them.
- Developing a professional negotiation mindset.
- Building credibility and trust during negotiations.

Day 2: Strategic Negotiation Planning and Preparation

- The importance of preparation in negotiation success.
- Defining negotiation objectives and desired outcomes.
- Identifying negotiation limits and alternatives.
- Gathering and analyzing relevant information.
- Assessing strengths, weaknesses, opportunities, and risks.
- Developing negotiation strategies and approaches.
- Anticipating negotiation scenarios and responses.
- Building comprehensive negotiation preparation plans.



Day 3: Communication, Persuasion and Influencing Skills

- Communication principles for successful negotiations.
- Active listening and effective questioning techniques.
- Building persuasive arguments and logical positions.
- Influencing techniques in negotiation environments.
- Managing negotiation conversations professionally.
- Handling objections and challenging discussions.
- Building trust and credibility through communication.
- Improving stakeholder engagement through effective negotiation.

Day 4: Behavioral Analysis and Body Language

- Understanding human behavior in negotiations.
- Reading and interpreting body language.
- Recognizing verbal and non-verbal communication signals.
- Identifying behavioral patterns and negotiation styles.
- Understanding emotional responses during negotiations.
- Using behavioral insights to improve outcomes.
- Managing emotions and maintaining composure.
- Enhancing influence through behavioral awareness.

Day 5: Understanding Interests, Motivations and Decision Drivers

- Distinguishing between positions and interests.
- Analyzing counterpart motivations and priorities.
- Identifying hidden interests and concerns.
- Understanding decision-making behaviors.
- Mapping stakeholder interests and influence.
- Managing competing interests effectively.
- Building solutions based on mutual interests.
- Strengthening long-term professional relationships.

Day 6: Managing Difficult and High-Stakes Negotiations

- Characteristics of complex negotiations.
- Negotiating under pressure and uncertainty.
- Managing conflict and difficult situations.
- Handling aggressive negotiation tactics.
- Maintaining control during critical discussions.
- Decision-making in high-stakes negotiations.
- Managing deadlocks and impasses.
- Building confidence in challenging negotiation environments.



Day 7: Strategic Negotiation and Agreement Development

- Interest-based negotiation strategies.
- Creating value during negotiations.
- Managing concessions effectively.
- Developing win-win solutions.
- Structuring agreements for long-term success.
- Evaluating negotiation outcomes.
- Managing implementation expectations.
- Sustaining relationships after negotiations.

Day 8: Cross-Cultural and International Negotiation

- The impact of culture on negotiation behavior.
- International negotiation challenges and opportunities.
- Understanding cultural differences in business negotiations.
- Building trust across cultures.
- Adapting negotiation styles to diverse environments.
- Managing communication across cultures.
- Avoiding cultural misunderstandings.
- Developing global negotiation capabilities.

Day 9: Leadership, Influence and Stakeholder Negotiation

- Leadership roles in negotiation environments.
- Negotiating with senior stakeholders and executives.
- Building influence and organizational credibility.
- Managing stakeholder expectations.
- Negotiating within teams and organizations.
- Strategic stakeholder engagement techniques.
- Negotiation leadership in complex environments.
- Enhancing executive negotiation effectiveness.

Day 10: Negotiation Excellence and Continuous Development

- Evaluating negotiation performance.
- Identifying strengths and development areas.
- Learning from negotiation experiences.
- Building a personal negotiation development plan.
- Measuring negotiation effectiveness.
- Developing long-term negotiation capabilities.
- Future trends in negotiation practices.
- Creating an action plan for continuous improvement.



Why Attend This Course: Wins & Losses!

- Strengthen professional Negotiation Skills across various business environments.
- Improve negotiation planning and preparation capabilities.
- Enhance persuasion and influencing effectiveness.
- Strengthen communication and stakeholder engagement skills.
- Improve understanding of behavioral and body language signals.
- Develop confidence in managing difficult negotiations.
- Strengthen decision-making capabilities during negotiations.
- Improve conflict resolution and agreement-building skills.
- Enhance cross-cultural negotiation effectiveness.
- Build stronger professional relationships through effective negotiation.
- Improve organizational outcomes through better negotiation practices.
- Develop a structured framework for continuous negotiation development.

Conclusion

Negotiation Skills are among the most valuable competencies for professionals operating in today's complex and highly interconnected business environments. Effective negotiation supports decision-making, stakeholder engagement, relationship management, conflict resolution, and organizational performance. Successful negotiators are distinguished not only by their ability to secure favorable agreements but also by their capacity to create value, build trust, and sustain productive professional relationships.

This course provides a comprehensive framework covering the complete negotiation process, including preparation, planning, communication, persuasion, behavioral analysis, stakeholder management, complex negotiations, agreement development, and cross-cultural negotiation practices. Participants gain practical insights into how successful negotiators analyze situations, manage discussions, understand interests, and achieve sustainable outcomes.

By the end of the program, participants will be equipped with advanced negotiation capabilities that support professional success, organizational effectiveness, stronger stakeholder relationships, and improved business results. They will be able to approach negotiations with greater confidence, structure, and strategic awareness while continuously developing their negotiation effectiveness over time.

