

MANAGEMENT DEVELOPMENT PROGRAMME

The Art and Science of High-Impact Negotiation for Leaders



Overview

Every leader negotiates. With clients, vendors, partners, regulators, boards, and colleagues. Most do it on instinct — relying on experience, personality, and the pressure of the moment. But instinct takes you only so far. The leaders who consistently reach better agreements, close stronger deals, and walk away from the table without regret are not necessarily tougher or more aggressive than their counterparts. They are better prepared, more systematic, and more self-aware. They understand the architecture of negotiation and they work within it deliberately, not reactively.

This intensive two-day programme is designed for business professionals and leaders who are ready to move beyond instinct. You will understand the science of how negotiation works, stress-test your approach in live simulations, confront the cognitive biases that are quietly costing you value, and leave with a rigorous, repeatable method that performs under pressure. You will get to negotiate with peers, and receive useful feedback.

Who Can Attend?

This programme is designed for mid- to senior-level professionals who negotiate regularly with clients, vendors, partners, regulators, boards, or internal stakeholders and want to do it more systematically, more confidently, and with consistently better outcomes.

Key Topics Covered

- Negotiation Strategy: From reactive instinct to systematic preparation
- Value Creation and Value Claiming: When to expand the pie and when to claim your share of it
- The Psychology of Negotiation: Biases, emotions, and cognitive traps
- Complex and Cross-Cultural Negotiations: Multi-party dynamics, coalition building, and the cultural dimensions
- Difficult Negotiations: Hardball tactics, impasse, breakdown, and repair

Prof. Sajit Mathews

Programme Director

Assistant Professor, Organisation and Leadership Studies, SPJIMR

Mode of Delivery:

On Campus - Mumbai

Duration:

2 Days

Programme Dates:

Batch 1: 11 - 12 September, 2026

Batch 2: 4 - 5 December, 2026

Programme Fees:

INR 25,000+GST

10% Early Bird Discount and Group Discounts Available

Objective

By the end of this programme, participants will have:

- A clear, evidence-based picture of their natural negotiation style
- Command of the analytical foundation every negotiator must have: ZOPA, BATNA, reservation points, and aspiration anchors
- The skill to claim value in competitive negotiations without burning relationships
- The discipline to create value through integrative negotiation — expanding the pie
- An understanding of the cognitive biases and emotional traps that quietly cost value
- Tested strategies for multi-party and multi-issue negotiations
- The confidence to negotiate across cultures and geographies
- Proven responses to hardball tactics, impasse, and breakdown
- Direct experience of using AI tools to prepare, rehearse, and pressure-test their approach
- Faculty and peer feedback grounded in two days of observation

Pedagogy

Negotiation skill cannot be built by listening to someone talk about it. It is built by negotiating in conditions that are as close to reality as a programme can create. In this programme, participants negotiate repeatedly, under observation, with feedback after every round.

Expect your assumptions to be challenged. Expect faculty and peers to tell you precisely what they observed.

The learning design includes:

- Negotiation Style Assessment
- Live negotiation simulations
- Structured peer observation rubrics
- AI tool integration for preparation, debiasing, and rehearsal
- A capstone negotiation with individual feedback
- Guided daily reflection

Certificate of Participation

A certificate of successful participation by S.P. Jain Institute of Management and Research (SPJIMR) will be issued to each delegate at the completion of the programme.

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