

THE WOMEN'S COLLEGE OF THE UNIVERSITY OF DENVER

MGMT 3700: International Negotiations

Fall Interterm 2014

Class Session Dates :

Mon, Aug 15—6-9:30pm

Sat, Aug 16 —9am-4pm

Mon, Aug 18—6-9:30pm

Tue, Aug 19—6-9:30pm

Wed, Aug 20—6-9:30pm

Thur, Aug 21—6-9:30pm

Fri, Aug 22—6-9:30pm

Sat, Aug 23—9am-4pm

INSTRUCTOR'S NAME: Tsungting Chung

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I will respond to email or voicemail messages within 48 hours.

PREREQUISITES:

Students are responsible for completing course prerequisites before registering for a class. Students may be removed from a course for which they have not fulfilled the prerequisite course work.

COURSE DESCRIPTION:

What makes international negotiation different? Cross-cultural and international negotiations significantly complicated than within-culture negotiations. How precisely do the Chinese or Japanese negotiate contracts and other agreements? Do they follow conventions similar to those of American or European negotiators? The objectives of this class includes skill building strategies and exercises in critical thinking, listening and identity based negotiation. Then we will explore how to negotiate, facilitate and mediate globally and international settings involving contracts, licensing and joint venture, merger and Acquisition, etc., and specific countries such as China, Japan, and India.

This course will start with the conceptual framework of negotiations as it applies to all areas of negotiation in both the public and private sectors. As the course progresses, you will focus on business negotiation power, skills and strategies designed to help you maintain strong business relationships. Specifically, you will also learn how national culture changes "ground rules" of negotiation so that you can be a more effective negotiator in an international settings. Exercise and case discussion on each session will let students to "feel" the real world of international negotiation.

STUDENT LEARNING OUTCOMES:

The main topics covered in this course will provide students with an understanding and appreciation of the following,

- Understanding The definition of negotiation and the key elements of a negotiation process, and the distinct types of negotiation
- Explore the strategy and tactics of integrative and distributive negotiation
- Consider how most negotiation evolve through understandable stages and phases
- Explain how culture impacts negotiations and identify characteristics of culture or national identity that negotiators should become familiar with prior to engaging in cross-cultural or international negotiations..
- Gain strategies that negotiators can adapt to another party's cultural style

This course also seeks to develop the following competencies for students:

- the ability to analyze and evaluate the factors that influence the process of negotiation
- the ability to recognize key differences in business and operational practices in international negotiation settings
- an understanding of the process of development and implementation of international business negotiation
- the skills to manage and work effectively in diverse cultural environments and/or with people from other cultures.

ACADEMIC INTEGRITY:

The Women’s College fully endorses the University of Denver’s Honor Code and the procedures put forth by the Office of Citizenship and Community Standards. Academic dishonesty—including plagiarism, cheating, and falsification of data and research—is in violation of the code and will result in a failing grade for the assignment or for the course.

As student members of a community committed to academic integrity and honesty, it is your responsibility to become familiar with the DU Honor Code and its procedures (www.du.edu/honorcode).

COURSE REQUIREMENTS (*here you may include points, percentages, and calculations as needed per requirement and for totals*)

1. Assigned readings should be read prior to the class session covering the material so that learning is facilitated in the classroom
2. Presentations: each student is expected to make presentations on 2 readings and one case. Each presentation is no less than 20 minutes All students are expected to read the readings and cases. Class discussion should reinforce common ideas, critique potential problems, and offer additional insights to the presentation.

1. Class participation 20%
2. Reading assignments 20%
3. Presentations 30%
4. Final Paper 30%

Percentage	Grade
95-100	A
90-94	A-
87-89	B+
84-86	B
80-83	B-

77-79	C+
74-76	C
70-73	C-
67-69	D+
64-66	D
60-63	D-
0-59	F

ATTENDANCE AND PARTICIPATION

Attendance is mandatory in all class sessions. Active participation in class and online discussions is also required and will be a determiner in a student's final grade. An absence, for any reason, will result in forfeiting points for in-class student presentations. These may not be made up in another class session. If an emergency arises, it is the student's responsibility to contact her instructor.

A grade of incomplete will not be granted under any circumstances.

<http://www.du.edu/registrar/records/incompletepolicy.html>

TECHNOLOGY USE IN THE CLASSROOM

In order to create and maintain an optimal learning environment in the classroom, students should use technology appropriately as directed by the instructor for the purposes of the course. Work done on laptops, cell phones, and other devices that is not relevant to the class can hinder the process of communication and shared discussion of ideas that require full engagement by all participants.

ADA ACCOMMODATIONS

Students who require accommodations under the Americans with Disabilities Act must contact the instructor to discuss their needs. Failure to notify the instructor immediately may hinder the college's ability to accommodate accordingly. Students with learning disabilities should also contact the University Disability Services Program at <http://www.du.edu/studentlife/disability/>. University Disability Services houses the Learning Effectiveness Program (LEP) and the Disability Services Program (DSP).

OBSERVATION OF RELIGIOUS HOLIDAYS

Students wishing to observe a religious holiday not celebrated on the academic calendar may do so provided advanced written notice is given the instructor during the first two weeks of the quarter. With advanced written notice, the absence will be considered an excused absence. For additional information, contact DU's Center for Religious Services (<http://www.du.edu/crs/>).

COURSE TEXTS AND MATERIALS: *(Note: In this section you may also include E-Reserve information and access links)*

Roy Lewicki, Bruce Barry, & David Saunders, Essential of Negotiation, 5th, ed., Boston: McGraw-Hill, 2011.

COURSE SCHEDULE

REQUIREMENTS FOR THE FIRST CLASS (e.g. readings for discussion; assignments due in the first class session):

Class Date/ Class Topics

Session One

August 15 (Fri) Introduction/ The Nature of negotiation

Readings:

Essential Negotiation, Ch. 1.

Exercise : Negotiation Competence Self Test/Conflict Style

Session Two

August 16 (Sat) Distribution and Integrative Negotiation/ Negotiation: Strategy and Planning

Readings:

Essential Negotiation, Ch. 2, 3

Exercise : Negotiator factors and methods agree/disagree exercise
20 dollar game

Movie: Negotiator

Session Three

August 18 (Mon) Finding and Using negotiation Power/ Relationship in Negotiation

Readings

Essential Negotiation, Ch. 7, 9

Exercise: Roland-Jones Ugli Orange Case/ Buy-Sell Apartment

Case Discussion: Lou Pritchett: Negotiating the P & G Relationship with Wal-Mart

Session Four

August 19 (Tue) Cross-Culture Negotiation

Readings

Essential Negotiation, Ch. 11.

Greet Hofstede. "Motivation, leadership, and organization: Do American theories apply abroad?", Organization Dynamics, 9, 1980, 42-63.

James Sebenius, "The Hidden Challenge of Cross-Border Negotiations," Harvard Business Review, March 2002, 76-85.

Ian Macduff, 2006. "Your Pace or Mine? Culture, Time, and Negotiation", Negotiation Journal, 22 (1): 31-45.

Session Five

August 20 (Wed) Chinese Negotiating Behavior

Readings

Franklin Lavin, "Negotiating with the Chinese", *Foreign Affairs*, July/August 1994, 16-22.

Yunxia Zhu & Bernard McKenna, "Negotiating with Chinese: Success of initial meeting is the key", *Cross Culture Management: An International Journal*, Vol. 14, No. 4, 2007, 354-364.

Case Discussion: Haier M & A IBM PC Dept.

Session Six

August 21 (Thur) Indian Negotiating Behavior

Readings:

Rajesh Kumar, "Negotiating with the complex, imaginative Indian", *Ivey Business Journal*, March/April 2005.

Lothar Katz, "Negotiating International Business-India" in *Negotiating International Business-The Negotiator's Reference Guide to 50 Countries Around the World*, 2008.

Exercise; Multiparty Color Point Game

Session Seven

August 22 (Fri) Japanese Negotiating Behavior

Readings:

W.L. Adair, T. Okumura, & J. Brett, "Negotiation behavior when cultures collide: The United States and Japan", *Journal of Applied Psychology*, 86, 2001, 371-385.

Case Discussion: Major League Baseball Negotiation

Larry Crump, 2005, "For the Sake of the Team: Unity and Disunity in a Multiparty Major League Baseball Negotiation", *Negotiation Journal*, 21(3): 317-341.

Session Eight

August 23 (Sat) International Negotiation on M & A/Joint Venture

Case Discussion: Toyota Motor-General Motor Joint Venture Negotiation

Yumi Adachi, *Business Negotiations between the Americans and the Japanese*
Jay W. Chai, Eugene J. Meigher, Edward F. Glynn, Dennis C. Cuneo, 1996, "The General Motors-Toyota Joint Venture," *International Negotiation*, 1(2): 277-292.

Exercise: Color Point Game

Culture Visit: Denver Confucius Classroom (PM)