



**Management Development Programme**

**On**

# **EFFECTIVE NEGOTIATION SKILLS**

**November 14 - 15, 2019**



**XAVIER INSTITUTE OF MANAGEMENT & ENTREPRENURSHIP**  
Electronics City Phase II, Hosur Road, Bangalore -560100

## ABOUT THE PROGRAMME

Negotiation is a universal human activity and is critical in today's dynamic competitive business environment. We all engage in bargaining at one level or another. Conflicting situations do arise in business as well as on the personal front. Corporate performance does have a link to effective negotiations and building strategic relationships. Negotiation is not a competitive sport. The benefits of an effective negotiation are many, including conflict resolution and maintaining better relationship at work. The programme is aimed to develop your existing negotiation skills, as well as to help you acquire new skills and techniques, gain confidence in handling difficult situations and achieve measurable better results. You will learn how to analyse each deal, overcome obstacles, adapt your strategies to changing conditions and create value (win-win) for all parties. **The programme will include case studies, self-assessment tools, study of negotiation styles and techniques to make one a better, efficient and effective negotiator.**

## PROGRAMME COVERAGE

1. Types & different styles of Negotiations
2. **Sharks, Carps and Dolphins** – How to deal with your negotiating counterparts
3. Four 'P's of Negotiation – **The 'why' beneath the 'why'**
4. Important concepts of Negotiation
5. Different steps of Negotiation – Strategy & Tactics
6. **Negotiation Tool Kit**
7. Tactics & counter measures of Negotiation
8. Dealing with difficult Negotiations

## ELIGIBILITY

- Executives of Senior Management / Middle/ Junior Management levels.

## PROGRAMME DATE & TIME

- Date - Nov 14 – 15, 2019
- Time - 9:00 am to 5:00 pm

## **FEES STRUCTURE:**

- Fees : Rs. 6,500/- + 18% GST  
: Rs. 4,500/- + 18% GST (Academic Participants)  
: 15 % Discount for 3 or more delegates from the same organization..

## **ACCOMODATION**

A limited amount of accommodation is available on first come first serve basis. Charges applicable for every 24 hours of stay for AC Rooms are Rs 1600/- for Twin Sharing and Rs 1250/- for Single occupancy. GST 18% is applicable.

## **BANK DETAILS:**

Beneficiary : XAVIER INSTITUTE OF MANAGEMENT &  
ENTREPRENEURSHIP  
Bank Name : SOUTH INDIAN BANK  
Branch : KORAMANGALA BRANCH  
Account No : 0416053000000201  
IFSC Code : SIBL0000416

**Mode of Payment:** Cheque / DD / NEFT

## **PROGRAMME DIRECTOR:**

**Mr. Joy Varghese, Professor (HRM), XIME Bangalore.**

Former Director (HR), National Aluminium Company Ltd.

Contact: [joyvarghese@xime.org](mailto:joyvarghese@xime.org), Mob: 7829006111.

## **KEY RESOURCE PERSONS**



### **A. Anantharaman**

Professor A. Anantharaman is currently Professor of management and Provost of XIME Bangalore. Previously he has taught in several business schools in all the three continents of the world including Harvard Business School, as an adjunct faculty. He has also been Chief Executive of a number of multinational companies and has served on the Boards of several companies, world trade bodies and government organisations.

### **Dr. R. Sridhar**

Sridhar is currently the Director at XIME, Bangalore. He was Head – Corporate Human Resources and Member, Corporate Management Committee of ITC.

During his 37-year tenure in ITC, Sridhar has had extensive experience in directly managing Employee Relations at various locations in India and has led negotiating teams to conclude several “productivity” based Long Term Agreements with Trade Unions.

Sridhar is a Post Graduate in Industrial Relations and Welfare from Xavier Labour Relations Institute (XLRI), Jamshedpur, India (1982) and a Fellow in Management from XLRI Jamshedpur, India (2009).



### **Prof. Joy Varghese**



Professor Joy Varghese is former Dean of XIME Bangalore. He is currently Professor of HRM at XIME. Prior to this he was Director (HR) of NALCO, a Govt. of India Schedule ‘A’ Navaratana Company. Prof. Joy holds a Master’s degree in Personnel Management and Industrial Relations from Loyola College, Trivandrum. He also obtained his MBA degree from the University of Ljubljana, Slovenia and has also participated in an Advanced Management Programme from the same University. He has over 40 years of rich experience

in the field of Human Resource Management. He has been awarded Fellowship of NIPM and is recipient of several HR leadership awards.

### **ABOUT XIME**

XIME is one of the top B-Schools of India, with excellent campuses in Bangalore, Kochi and Chennai. It has been founded in 1991 by a group of academicians headed by Prof. J. Philip, who is a former Director of IIM-Bangalore and a former Dean of XLRI. XIME’s flagship programme is its two-year PGDM. XIME has a strong B-Schools network with some of the leading institutions in France, Germany, Italy, the U.S, Brazil, China, Russia and South Africa.

XIME received ACBSP accreditation (Accreditation Council for Business Schools and Programs of the United States), a milestone in the onward progress of the institution. XIME has found 11th place in the CSR ranking of Private B-Schools, 26<sup>th</sup> Rank among all B Schools of India by Careers 360 in Nov 2018 and A1 category by Business Standard published in December 2018.

### **VENUE**

Xavier Institute of Management & Entrepreneurship  
Electronics City, Phase II, Bangalore - 560 100

### **FOR FURTHER DETAILS, PLEASE CONTACT**

Prof. Rajendra Desai, 9886538504 [raj@xime.org](mailto:raj@xime.org) or mail your name,  
mobile number to [mdpblr@xime.org](mailto:mdpblr@xime.org)

or

Call:7022401189