



MOR-569: NEGOTIATION AND DEAL MAKING
Fall 2024

3 units, Saturdays 9:00-11:50am, ONLINE (Section 167203R, Session 372)

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From the USC course catalogue: MOR569 Negotiation and Deal-Making

Strategies and dynamics of deal-making; practical skills necessary to win in a range of business transactions conducted in domestic and international settings. Cases, role-playing, films and simulations.

Course Description

All people, in in all walks of life, negotiate. It is important. In business, negotiation sets the terms of employment (e.g., salary, who gets the nice corner office); it guides buying and selling property, real estate, commodities, companies, products, mergers, supplies, personnel matters, and so on. Negotiation can resolve labor and legal disputes, or lead disputes to escalate. Negotiating well is an important human ability; it is essential for managers and the modern businessperson. As you know from many Marshall classes, businesspeople need analytical skills to discover optimal solutions to business problems; negotiation skills can define these problems and get solutions implemented. It is a life-long pursuit.

This course is designed to improve your ability to negotiate. You will learn negotiation skills *experientially*. The class uses an action-based learning approach based on real-time negotiation in simulated negotiations with others in the class in a ***safe, confidential space that allows experimentation, practice, and feedback*** (much like a wind tunnel in aviation research). *Negotiation is not a talent a person is born with -- it is a skill to learn.*

The central matter of this class is understanding the behavior of individuals, groups, organizations, and cultures, in the context of negotiation. It emphasizes both “deal making” and “dispute resolution” situations. The analytical frameworks come from behavioral economics and psychology. The class emphasizes readings, simulations, exercises, historical instances of negotiation, videos, and cases. This class is *research based*: that is, it derives from negotiation science that can inform effective practice. It includes several modules on “mediation,” which is *assisted negotiation*; effective managers are excellent mediators; for example, they can see someone else’s negotiation, and give decent advice.

Course Objectives

Upon successful completion of this course, students will be able to:

1. Identify and describe the core elements of negotiation and connections to negotiation outcome.
2. Describe the basic forms of negotiation outcome including types of agreement.
3. Explain forms of interdependence and possible impacts on negotiation.
4. Describe context factors, the conditions that can predict negotiation behaviors and outcomes.
5. Identify psychological mechanisms that predict negotiation behaviors and outcomes.
6. Identify and employ effective and ethical negotiation tactics.
7. Produce a negotiation plan for effective use of negotiation tactics.
8. Analyze and explain the negotiation behavior of individuals, groups, and organizations.
9. Recommend strategies and tactics of negotiation including persuasion tactics.
10. Evaluate the costs and benefits of alternative actions to negotiation including, in some contexts, mediation, arbitration and litigation in dispute resolution systems.

COURSE MATERIALS

- **Required Texts/Readings** (The texts below can be purchased from many places)
 - Fisher, R. & Ury, W. 2011. *Getting to Yes: Negotiating Agreement without Giving In*. Penguin Books. ISBN: 9780143118756, New: <\$15.00
 - Malhotra, D. & Bazerman, M. 2007. *Negotiation Genius: How to Overcome Obstacles and Achieve Brilliant Results at the Bargaining Table and Beyond*. Bantam Books. ISBN: 9780553384116, New: <\$15.00
 - **iDecisionGames.com sign up**. Required for this class. This online negotiation platform will cost you a few \$. It manages negotiation cases and exercises for every class (that come from HBS, PON, Kellogg, etc.). You will use it during each class session. **During class, you will need to open iDG in the Google Chrome browser.**
 - Access to Brightspace (BS), where I will post slides, handouts, and additional relevant readings and materials. **Each class is a “Module”** focused on a particular topic (e.g., “Should you make the first offer?”).
 - **Each week may contain additional brief articles and materials (e.g., a paper written by a lawyer titled “Is It Legal to Lie in Negotiations?”). Sometimes someone in the class suggests a news article, or video, or link to a website, and I might share it with the class in a weekly module section.**

Grades will be assigned according to the percentage distribution shown below.

Assignments	Points	% Of Grade
1. Contribution to Class	150	15%
2. Plans and Reports (Reflections)	150	15%
3. First Test	200	20%
4. Second (Final) Test (During Finals Week)	200	20%
5. Negotiation Analysis	150	15%
6. Final Report, Reflection, Checklist	150	15%
	1000	100%

Final grades represent how you perform in the class relative to other students. Your grade is based on your performance, and others' performance. The average grade for this class has historically been 3.5. Two items are considered when assigning final grade: 1. Your score from the available points for all assignments; 2. Your rank among all students in the class. Your grade is determined by how many points you obtain in the 6 key categories shown above (see BS for updates on how these are manifest).

1. Contribution to Class

Contribution has several important elements including performance in the negotiation exercises in an informed, intelligent, professional manner and discussing the experience in the debrief sessions after the negotiation, and this includes comments in the Zoom chats. See the Appendix below labelled **The IN-CLASS Contribution Guide for Grading in MOR569.**

Contribution to class discussion means that you speak up in class -- answering questions, making observations, commenting on other students' comments, even challenging someone's views. Your comments should move the discussion forward.

Effective class Contribution includes professionalism: You should always conduct yourself in a professional manner in any business setting including this class. Important aspects of professionalism include:

- *Engaging in ethical and respectful behavior.*
- *Joining class on time.*
- *Arriving to class fully prepared.*
- *Demonstrating active listening throughout class, e.g., eye contact, non-verbal, appropriate responses. Knowing when to mute and unmute especially when on Zoom.*
- *Adding insights.*

Revised Academic Calendar, Dates to Note, Fall 2024

Revised by Vice Deans Tost, Akbulut, and Randhawa respecting the Labor Day weekend and time/effort equivalence:

DATE	CLASS SESSION
7-Sep	1
14-Sep	2
21-Sep	3
28-Sep	4
5-Oct	5
12-Oct	No class--Yom Kippur and Fall break
19-Oct	6
26-Oct	7
2-Nov	8
9-Nov	9
16-Nov	10
23-Nov	11
30-Nov	No class--Thanksgiving break
7-Dec	12
14-Dec	13 (final class session)

Derived from: <https://classes.usc.edu/term-20243/calendar/>

Sept. 2	Labor Day, university holiday
Sept. 13	Last day to register and add classes for Session 001
Sept. 13	Last day to drop a class without a mark of "W," except for Monday-only classes, and receive a refund for Session 001
Sept. 13	Last day to change enrollment option to Pass/No Pass or audit for Session 001
Sept. 13	Last day to purchase or waive tuition refund insurance for fall
Sept. 17	Last day to add or drop a Monday-only class without a mark of "W" and receive a refund or to change to Pass/No Pass or Audit for Session 001
Oct. 11	Last day to change a Pass/No Pass to a letter grade for Session 001
Oct. 11	Last day to drop a course without a mark of "W" on the transcript only for Session 001
Oct. 10-11	Fall recess
Nov. 15	Last day to drop a class with a mark of "W" for Session 001
Nov. 11	Veterans Day, non-instructional day
Nov. 27- Dec. 1	Thanksgiving Break
Dec. 6	Fall semester classes end
Dec. 11-18	Final examinations