



# Constructive Negotiations Challenge™

## TEAM DEVELOPMENT

### Strengthen negotiation skills and improve team performance

**U**nlock the secret of synergy through constructive negotiations.

#### WHAT IS THE CONSTRUCTIVE NEGOTIATIONS CHALLENGE?

The *Constructive Negotiations Challenge* is an exercise developed by Dr. Robert A. Cooke that provides participants with an opportunity to improve both their negotiation skills and their group decision-making skills. Specifically, the exercise challenges participants to figure out the optimal sequence for carrying out 17 activities that are critical to an integrative negotiation process.

#### HOW DOES CONSTRUCTIVE NEGOTIATIONS CHALLENGE WORK?

Participants sequence the 17 activities first on an individual basis and then as a group. Individual and team solutions are then compared to the recommended solution and rationale based on the negotiations and conflict management literature. Comparisons between participants' individual solutions and the recommended solution indicate how well they harnessed their knowledge, experience, and skills with respect to negotiations and complex problem solving. Comparisons between participants' individual scores and their team's score indicate whether they were able to achieve synergy by fully using and building on their collective knowledge and skills.

The *Constructive Negotiations Challenge* takes about 1¼ to 3 hours to complete, including scoring and debriefing.

#### APPLICATIONS

The *Constructive Negotiations Challenge* can be used as an icebreaker, overview, central activity, wrap up or summary activity, pre-test/post-test, or follow-up activity for programs focusing on:

- Conflict management
- Negotiations
- Team building

The exercise can also be used as a tool for:

- Promoting effective inter-group relations
- Preparing members of different units or organizations for consolidation or collaboration
- Developing customer service and sales representatives

#### WHO SHOULD EXPERIENCE CONSTRUCTIVE NEGOTIATIONS CHALLENGE?

The *Constructive Negotiations Challenge* is appropriate for managers, supervisors, members of work groups or teams, and anyone who participates in negotiations.

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HSI v. 2.1  
2/2019