



Brownlee & Associates S.L.
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Negotiation Modules: Human Resources

Based on the philosophy and material developed by the Harvard University Negotiation Project of the Faculty of Law of Harvard University. Totally adapted to Spanish / European culture.

Target Group:

All members of the Human Resources or Labour Relations Dept or anyone in the Organization who is required to negotiate with individuals or groups within the company on either a national or international level.

Number of attendees per group: 12 maximum

Previous preparation required: None.

Language: English or Spanish.

The attendees who complete all the modules will learn how to:

1. Manage a range of different types of negotiation.
2. Develop an elegant, simple & effective negotiation style.
3. Prepare and use a style of negotiation which produces outstanding results.
4. Avoid the slips and errors that can adversely affect their negotiations.
5. Work as a team negotiator.
6. Teach their interlocutors how to negotiate productively.
7. Deal with threats, obstacles and “Stone-walling”.
8. Apply the techniques and skills of NLP in both individual and group negotiations.

Module 1: Neuro Linguistic programming for Human Resources: 4 hours.

Module 2: Negotiation styles & Communication: 4 hours.

Module 3: Trenches vs Interests: 4 hours.

Module 4: Obstacles & Options: 4 hours.

Module 5: Objective Criteria: 4 hours.

Additional Topics y Case studies available: Each one lasts 3-4 hours.

- Contracting foreigners.
- Dismissals.
- Negotiating with Unions.
- Sexual harassment
- Mediation: unjustified dismissal.
- Drug-taking in the workplace.
- Any other topic that is not indicated above can be prepared and delivered in less than 30 days.

Prices: For information about both in-company groups or individual places on open courses, please contact us by phone or email.



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While it is not essential that the attendees take all of the modules, it is, however, our recommendation that they do so. If they do, they will follow a structured learning & practice process designed to ensure maximum internalization of the material covered. Also, The attendees who complete all the modules will be awarded a certificate of successful completion of the material, additional support material and free assistance by telephone, email or personal visit.

The modules can be deliver in line with the needs of the HR Department and following a schedule previously agreed with Brownlee & Associates, S.L.