



CIVICA Honour Seminar

Changing the World through Negotiations and Leadership

June 23-26 @ Stockholm School of Economics

Seminar description

Changing the world starts with the ability to bring people together, find common ground, and take action towards a common goal. Whether leading a movement, driving policy change, or transforming an organization, real impact comes from the ability to navigate differences and build lasting solutions - impact. At the heart of this process is negotiation—a skill that allows leaders to turn ideas into reality by aligning interests, resolving conflicts, and mobilizing others toward a shared goal in a participative manner.

Negotiation is more than just a tool for formal agreements; it is an essential leadership skill used in everyday interactions and decisions alike. It plays a crucial role in achieving environmental and democratic goals, shaping the way organizations and societies evolve. Skilled negotiators help create the means for meaningful change. Like any skill, negotiation improves with practice, and even experienced leaders benefit from training such as this course.

This intensive workshop offers a hands-on approach to mastering negotiation as a tool for change. Over four days, you will engage in simulations, role plays, case studies and various guest speakers designed to reflect real-world challenges. You will collaborate with peers with different backgrounds from other CIVICA higher educational institutes, exchanging insights and learning different strategies for leading negotiations.

Beyond technical skills, this course will help you develop confidence, strategic thinking, and the ability to navigate complex negotiations with a high ethical standard. Whether you are looking to drive change in business, government, or civil society, this program will equip you with tools to negotiate effectively, build lasting agreements, and create meaningful impact.

Learning outcomes

Intended Learning Outcomes

- 1) Role of leaders in obtaining objectives
- 2) Understanding of stakeholders and stakeholder mapping
- 3) An understanding of broader negotiation theory
- 4) Negotiation skills and fundamental





Format and Location

The course will use a mix of lectures, exercises, role plays, and case studies as its main teaching methods. Exercises will take place at multiple levels—dyadic, triadic, and group-based—including a group assignment called *Perspectives Through Art*. The core philosophy is that negotiation is best learned through practice, making this an intensive and highly interactive experience. An important part of the course is the ability to understand other participants' perspectives. To this end, there will be a visit Stockholm's leading modern art museum, Moderna Museet, at no additional cost. <https://www.modernamuseet.se/stockholm/en/>

The course will be held over four days in June 2024 at the Stockholm School of Economics (SSE). It will be guided by the principles of FREE—fact-based thinking, self-awareness, cultural literacy, and responsible entrepreneurship—to create a dynamic and engaging learning environment.

All sessions will take place at SSE's main building on Sveavägen 65, and full attendance is required for all program components.

Literature (Tentative/subject to change)

Below is the planned literature for the seminar and more instructions will be forthcoming.

1. Every Leader is an Artist (Related to Moderna and debrief)
<https://hbr.org/2012/08/every-leader-is-an-artist>Links to an external site.
2. The Fearless Organization Links to an external site.
<https://hbsp.harvard.edu/tu/c8b349a6>Links to an external site.
3. Managing Your CareerLinks to an external site. 494082-PDF-ENG
<https://hbsp.harvard.edu/tu/af1b4926>Links to an external site.
4. Negotiation Analysis: An IntroductionLinks to an external site. 801156-PDF-ENG
<https://hbsp.harvard.edu/tu/4d469940>Links to an external site.
5. The Trust CrisisLinks to an external site. H0512S-PDF-ENG
<https://hbsp.harvard.edu/tu/a509ac77>Links to an external site.
6. Malhotra, D., & Bazerman, M. H. (2008). Psychological influence in negotiation: An introduction long overdue. *Journal of Management*, 34(3), 509-531. See following link:
https://hhs.primo.exlibrisgroup.com/permalink/46SSOE_INST/b1jn6q/cdi_crossref_primary_10_1177_0149206308316060Links to an external site.

Exercises

Exercises will be distributed during the seminar and at times preparation will be required the evening before.



Grade

This seminar is pass/fail and to obtain a pass you need to fully attend (100%) all sessions, be fully prepared for each class and complete all exercises. Upon successfully passing the seminar, you will receive a certificate of participation from SSE.

Course Director: Andrew Schenkel

Assistant Professor at the Stockholm School of Economics in the Department for Management and Organizations. PhD from the Stockholm School of Economics and an MBA from Imperial College, London as well as BA from the University of Wisconsin, Madison.

Research interests' centers on:

- 1) How private equity companies conduct change and how this leads to a competitive advantage.
- 2) Sustainable Education in Eastern Africa: Introducing the case method and local case writing.

Schenkel teaches on the graduate and executive levels in Sweden and abroad on subjects such as: change, organizational behavior, leadership, negotiations, and the soft side of M&A

Schedule overview (tentative/subject to change)

Date	Time	Topic	Short description
June 23 Room A336	13:30-13:45	<i>Welcome Coffee</i>	
	13:45-15:15	Introduction Negotiation concept	Introduction to seminar The basic negotiation nomenclature will be introduced through two short exercises
	15:15-15:30	<i>Coffee Break</i>	
	15:30-17:00	<i>Lecture or Guest Speaker</i>	
June 24 Room A336	09:15-11:00	Perspectives in negotiations: Key to good outcomes	Exercise on understanding perspectives psychological safety and information sharing
	11:00-11:15	<i>Coffee Break</i>	
	10:45-12:30	Negotiation I	This negotiation will illustrate two the main types of negotiations
	12:30-13:30	<i>Lunch</i>	

	13:30-15:30	Negotiation II	This is a more advanced negotiation as there are numerous issues and multiple types of negotiations
	15:30-15:45	<i>Coffee Break</i>	
	15:45-17:30	Negotiation III	The purpose of this negotiation is to explore the role of interest's negotiations
	17:30-19:30	Moderna Museet	The purpose is to introduce the notion of perspectives in negotiations, and we do that through the use of art
June 25 Room A336	09:15-10:30	Guest Speaker (TBC)	
	10:30-10:45	<i>Coffee Break</i>	
	10:45-12:45	Negotiation IV	National culture influences negotiations and in this negotiation the role of culture in negotiations is explored
	12:45-13:45	<i>Lunch</i>	

	13:45-15:30	Negotiation V	Three parties (triads) negotiating is quite different than two parties or dyadic negotiations. This negotiation will explore some of these differences
	15:30-15:45	<i>Coffee Break</i>	
	15:45-17:00	Guest Speaker (TBC)	
	18.00-19.30	Dinner	
June 26 Room A336	09:15-10:30	Negotiation V	Multi-party negotiations present some unique challenges and opportunities. In this negotiation we shall explore some of these issues
	10:30-10:45	<i>Coffee Break</i>	
	10:45-12:30	Negotiation V continued	
	12:30-13:30	<i>Lunch</i>	
	13:30-14:45	Guest Speaker (TBC)	
	14:45-15:30	Reflection and student summary	This exercise is focused on students drawing their learnings and reflections about the seminar as well as presenting them
	15:30-15:45	<i>Coffee Break</i>	
	15:45-16:30	Wrap-up Certificates	Short summary of the seminar and handing out certificates of participation



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