

The logo for Merindol Negotiation features a stylized blue 'M' with a curved top, followed by the word 'MERINDOL' in a dark blue, serif, all-caps font.

MERINDOL

NEGOTIATION

A background image of a vast, hazy mountain range with dense green forests, overlaid with a semi-transparent blue gradient.

LIVE ONLINE LEARNING

MERINDOL NEGOTIATION

3 Kings Meadow
Osney Mead
Oxford OX2 0DP
United Kingdom

CONTACT

Tel: +44 (0)1865 600 930
Email: info@merindolnegotiation.com

www.merindolnegotiation.com

TABLE OF CONTENT

- 03** WHY NEGOTIATION TRAINING?
- 04** MERINDOL NEGOTIATION PROGRAMMES: WE DESIGN FOR ONLINE
- 05** MERINDOL NEGOTIATION LIVE ONLINE PROGRAMMES
- 06** FUNDAMENTALS OF NEGOTIATION
- 07** REMOTE NEGOTIATION SKILLS
- 08** NEGOTIATION PLANNING
- 09** ENHANCED NEGOTIATION SKILLS
- 10** NEGOTIATION REFRESHER
- 11** NEGOTIATION MASTERCLASS
- 12** FEEDBACK FROM MERINDOL LIVE ONLINE PROGRAMMES
- 13** PROGRAMME OVERVIEW
- 14** ABOUT MERINDOL

WHY NEGOTIATION **TRAINING?**



How do we get this price increase through with our key accounts without ruining the relationship?



How can I persuade employees to accept this restructuring plan?



How do I reduce the costs and time of this project with a difficult contractor?



How do I convince my team member to accept a promotion with no pay increase?



How do I respond to an aggressive email from an important customer?



How do I negotiate by videoconference?

Your targets, and your company's profitability depend on how well you manage these situations.

Merindol's Negotiation training provides you with the tools and techniques to get the best possible outcome every time, while preserving valuable relationships.



MERINDOL NEGOTIATION PROGRAMMES: **WE DESIGN FOR ONLINE**

Using advice from experts in neuroscience and virtual training, we have designed online courses that are engaging, impactful and memorable.



LIVELY DELIVERY

with information in
4-minute chunks



STORYTELLING

including intriguing case
study set-ups



POWERFUL IMAGES

to aid recall



INTERACTIVE SESSIONS

with opportunities for
participants to ask questions
and share experience



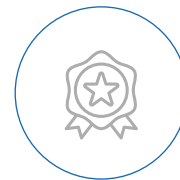
'LIVE' BREAKOUT EXERCISES

with real-time participant
feedback



QUIZZLETS AND POLLS

to help participants
remain focused



COMPETITION

to make learning fun and
drive engagement

MERINDOL NEGOTIATION

LIVE ONLINE PROGRAMMES

FUNDAMENTALS OF NEGOTIATION

Core principles and practical skills for **regular negotiators**

REMOTE NEGOTIATION SKILLS

Email, messaging, phone and video strategies and tactics for **everyone who negotiates as part of their role**

NEGOTIATION PLANNING

Hands-on structured negotiation planning sessions to improve outcomes for **upcoming negotiations**

ENHANCED NEGOTIATION SKILLS

Comprehensive programme covering core principles, remote negotiation and negotiation planning for **regular negotiators**

NEGOTIATION REFRESHER

Short refresher programme for previous participants on Merindol programmes

NEGOTIATION MASTERCLASS

1-on-1 coaching sessions to prepare for a specific negotiation or improve negotiation skills. For **senior leaders managing teams, or high-level negotiators**



FUNDAMENTALS OF NEGOTIATION

For those who negotiate regularly in their roles, but have had little or no formal training

- ✓ Identify types of negotiation (e.g. collaborative vs competitive) and adopt appropriate strategies for each
- ✓ Learn the 'anatomy' of a negotiation
- ✓ Build an effective plan for each stage
- ✓ Use proven approaches and tactics (e.g. pre-conditioning, opening extreme, anchoring)
- ✓ Make high-cost, low-value exchanges using Merindol's Negotiation Planning Toolkit
- ✓ Directly impact the bottom line by achieving the best possible result from every negotiation

2 X 2.5 HOUR MODULES



REMOTE NEGOTIATION SKILLS

Designed for everyone who negotiates by email, messaging, phone or video as part of their role; previous participants include commercial teams, general management, purchasing, HR, IT, lawyers, business consultants

- ✓ Select the appropriate channel (e.g. video, email, phone) for each stage of a negotiation
- ✓ Set up for success on video. Manage your environment, consider non-verbal cues
- ✓ Employ phrasing and timing tactics for email negotiation
- ✓ Know the pitfalls of remote negotiation and how to overcome them
- ✓ Negotiate confidently and effectively by phone, understanding aural cues and signals
- ✓ Directly impact your organisation's bottom line by getting the best possible outcome from every negotiation

3 X 2.5 HOUR MODULES



NEGOTIATION **PLANNING**

For teams preparing for business-critical negotiations. The team works together with the Merindol facilitator to develop a structured negotiation plan using the Merindol framework.

- ✓ Develop a detailed plan to obtain the best possible outcome from your team's upcoming negotiation
- ✓ Analyse and map variables to expand the dialogue beyond price
- ✓ Identify sources of power and understand their implications
- ✓ Map potential counterparty threats and develop strategies to counter them
- ✓ Analyse counterparty stakeholders and tailor your approach to their style and needs
- ✓ Employ a process and framework that can be reused for future negotiations

2 X 2.5 HOUR MODULES



ENHANCED NEGOTIATION SKILLS

All-encompassing programme for regular negotiators that includes all of the following Merindol Modules

- Fundamentals of negotiation
- Remote negotiation skills
- Negotiation planning

✓ Acquire a core set of skills to help you achieve the best possible outcome in every negotiation

✓ Negotiate effectively by video, phone, email and chat

✓ Use the Merindol framework to plan for success in every negotiation

✓ Confidently navigate every negotiation situation, using the Merindol framework and techniques

6 X 2.5 HOUR MODULES



NEGOTIATION **REFRESHER**

For previous participants on Merindol Negotiation programmes;
typically 6 – 18 months later

- ✓ Use key concepts and frameworks successfully
- ✓ Embed previous learning to ensure that tools and techniques are front of mind in negotiations
- ✓ Reflect on current negotiation practice and improve where necessary
- ✓ Acquire tips and tricks for online negotiation
- ✓ Confidently navigate current negotiations in a changing environment

1 X 2.5 HOUR MODULES



NEGOTIATION **MASTERCLASS**

For senior leaders who require 1-on-1 coaching during challenging and complex negotiations or restructuring activities

- ✓ Assess personal style (yours and others) and use this insight to improve outcomes
- ✓ Analyse potential outcomes and ensure your objectives are crystal clear
- ✓ Align your internal teams and communicate your approach and objectives with compelling messages
- ✓ Construct a robust plan for each stage of the negotiation
- ✓ Deal confidently with pitfalls, unexpected reactions and difficult personalities as the negotiation unfolds

TIMING FLEXIBLE

FEEDBACK FROM MERINDOL LIVE ONLINE PROGRAMMES

"Would certainly recommend to anyone who wants to improve these skills"

"I enjoyed the fact that the remote negotiations were viewed through a [Company Name] lens, ensuring that it was relevant to our work. - The helpful tips shared throughout the course which are simple and easy to implement in my daily communication, but highly effective."

"Great course, hosts very engaging in a remote learning environment!"

"Content was interesting and the examples were very relevant to our business needs."

"Well-structured to allow for remote learning, variety in content kept the audience engaged!"

"This [the exercises] was the best thing about the course. An opportunity to practice what we had just learnt."

"Thank you for a wonderful course."



PROGRAMME OVERVIEW

PROGRAMME	SUGGESTED FORMAT	MAXIMUM PARTICIPANTS
Fundamentals of Negotiation	2 x 2.5 hour modules	12
Remote Negotiation	3 x 2.5 hour modules	8
Negotiation planning	2 x 2.5 hour modules	8
Enhanced Negotiation Skills	6 x 2.5 hour modules	8
Negotiation Refresher	1 x 2.5 hour modules	8
Negotiation Masterclass	Flexible	2



Fully bespoke: we will invest time to understand your requirements, and tailor the online course to your business.



Small groups: 1 facilitator to 8 participants (12 for Fundamentals) to allow for discussion and interactive case studies.



Online expertise: We know how to deliver training online, and an expert producer attends every session to ensure a smooth experience and support participants.



Pragmatic approach: all our facilitators have extensive business negotiation experience. We balance theory and practice to ensure learning can be applied from day 1.



Experiential learning: Lively, sometimes stressful, exhilarating exercises to embed learning. Frequent activities to retain participant's attention.



ABOUT MERINDOL

REAL WORLD EXPERIENCE

Our principals have extensive hands-on senior-level experience across industries including consumer goods, telecomms, financial services, professional services, manufacturing and healthcare. We also work for a number of Private Equity firms across their investment portfolios.

TAILORED SOLUTIONS

Nothing is ever off-the-shelf. All of our solutions are made to measure: we listen to you, and customise our training to meet the needs of your team.

PRAGMATIC, BOTTOM-LINE FOCUS

We live in the real world, and we know that the most important thing is to improve results – all of our interventions are focused on helping you to be more profitable. Based on years of experience, our experiential programmes combine theory and practice to improve negotiating ability from day 1.

INTERNATIONAL

Our principals have lived and worked in several countries and are multilingual. We understand the nuances of cross-cultural negotiation and we know how to work effectively with diverse teams.

MERINDOL NEGOTIATION

3 Kings Meadow
Osney Mead
Oxford OX2 0DP
United Kingdom

CONTACT

Tel: +44 (0)1865 600 930
Email: info@merindolnegotiation.com

www.merindolnegotiation.com