

General Course Information

Course Title: MGMT 5111 Conflict and Negotiation

Credit Weight: 0.25 credits

Prerequisites: MGMT 5100

Course Description

Conflict, negotiation, and bargaining. The bargaining process, conflict handling, and how to analyze, plan and implement successful negotiations. Management and labor objectives and strategies that lead to conflict.

Course Rationale

This course provides a space for the exploration of theories and research relating to bargaining and negotiation in a range of professional contexts. Students will have opportunities to practice and develop bargaining and negotiation skills in business, employment, and public disputes involving regulatory approvals and community stakeholder negotiations.

Course Learning Objectives

After successfully completing this course, you will be able to:

- CO 1. Implement appropriate and constructive conflict resolution techniques in negotiation.
- CO 2. Identify genres of formal conflict management and conflict resolution and explain their role within a legal system.
- CO 3. Explain the role of a mediator in workplace negotiation and mediation.
- CO 4. Analyze and apply the principles of equity, diversity, and inclusion (EDI) in workplace negotiation tactics and strategies, and explain the potential effects of EDI consideration on outcomes.
- CO 5. Produce scholarly work that engages with negotiation as well as others forms of conflict resolution.

Course Schedule

Module	Topics	Materials	Deliverable
1	Conflict Basics	Conflict self-assessment posted on Brightspace	Discussion
2	Negotiation	Bromwich & Harrison Chapter 1 Fisher & Ury pps. 1-26	Discussion
3	Industrial Relations	Bromwich & Harrison Chapter 3	Discussion Role Play

4	Techniques of conflict resolution	Fisher & Ury pp. 40-92	Research Paper
5	Mediation	Bromwich & Harrison Chapter 4	Role Play Discussion
6	Legal system involvements with ADR	Bromwich & Harrison Chapter 6	Group Project

Learning Materials

Textbook

Bromwich, Rebecca and Harrison, Thomas, Negotiation and Conflict Resolution in Criminal Practice: A Handbook (Toronto: Canadian Scholars Press: 2019).

Fisher, R., Patton, B., & Ury, W. Getting to Yes: Negotiating Agreement Without Giving In (Rev. ed.). (New York: Penguin Books, 2011).

Other Resources

Videos and simulations are posted on Brightspace in addition to the textbook provided.

Grading Scheme

Activity	Scored Out of	Percent of Total Grade
Discussions	100	10%
Research Paper	100	40%
Self-Assessment	100	5%
Group Project	100	40%
Assignments	100	5%
TOTAL		100%

Late Assignments

To ensure fairness to all students, penalties will be applied to late assignments: Failure to submit an assignment on time will result in an initial penalty of five (5) percentage points, followed by an additional (2) percentage points per day thereafter. For example, an assignment that would normally merit a grade of 80% would receive a grade of 75% if submitted after the deadline on the due date, 73% if submitted the following day, and so on.

Requests for extension without penalty will be considered in cases of illness, family emergency, or other exceptional circumstances.