Training on Strategic Negotiations and conflict resolutions for Public and Private Sector Executives

Professional Development Training Course Outline

Category	Development	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

The art of negotiation and conflict resolution is an indispensable skill for executives navigating today's complex public and private sector environments. The Training on Strategic Negotiations and Conflict Resolutions for Public and Private Sector Executives is designed to empower leaders with practical tools and strategies to achieve win-win outcomes while managing conflicts effectively. Whether negotiating contracts, resolving disputes, or driving organizational change, this course equips participants to handle high-stakes interactions with confidence and poise.

Negotiation and conflict resolution are at the heart of fostering collaboration, building trust, and achieving organizational goals. Executives often face the challenge of aligning diverse stakeholder interests while maintaining a focus on long-term outcomes. This training emphasizes strategic approaches that balance assertiveness with empathy, enabling participants to negotiate agreements that benefit all parties involved.

Programme Curriculum

Training on Strategic Negotiations and conflict resolutions for Public and Private Sector Executives

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With a focus on real-world applications, this course integrates advanced negotiation techniques with conflict resolution frameworks tailored to the public and private sectors. Participants will explore case studies that highlight best practices in managing conflicts arising from cultural, economic, and organizational differences. By mastering these skills, executives can turn potential crises into opportunities for growth and innovation.

Course Duration

5 Days

Course Objectives

1. Understand the principles of strategic negotiations and conflict resolution.
2. Identify key factors that influence negotiation outcomes.
3. Develop effective communication and persuasion skills.
4. Learn to manage cross-cultural and organizational conflicts.
5. Apply frameworks for interest-based and integrative negotiations.
6. Enhance emotional intelligence to handle high-pressure situations.
7. Explore advanced tactics for breaking negotiation deadlocks.
8. Build skills to mediate and resolve disputes in a structured manner.
9. Foster collaboration and trust among diverse stakeholders.
10. Analyze real-world scenarios to refine negotiation and conflict resolution strategies.

Organizational Benefits

1. Strengthened leadership capacity for managing complex negotiations.
2. Improved conflict resolution mechanisms for internal and external disputes.
3. Enhanced organizational reputation through fair and effective dealings.
4. Better stakeholder relationships and increased trust.
5. Reduced financial and reputational costs of unresolved conflicts.
6. Aligned team efforts through effective communication and collaboration.
7. Enhanced ability to navigate legal and contractual negotiations.
8. Increased employee morale and productivity in a harmonious work environment.
9. Access to frameworks that ensure sustainable conflict management.
10. Greater agility in adapting to changing business and regulatory landscapes.

Target Participants

- C-suite executives and senior managers
- Public sector leaders and government officials
- Human resource managers and department heads
- Legal advisors and corporate attorneys
- Policy makers and development agency leaders
- Project and program managers in diverse sectors
- Business development and operations executives
- Professionals in finance, procurement, and compliance

Course Outline

Module 1: Fundamentals of Strategic Negotiations

1. Key concepts and stages of negotiation.
2. Negotiation styles and their implications.
3. Preparing for successful negotiations: Research and planning.
4. Identifying and managing power dynamics.
5. Case study: Negotiating a high-value contract.

Module 2: Conflict Analysis and Resolution Frameworks

1. Types and causes of conflicts in organizations.
2. Tools for conflict analysis and stakeholder mapping.
3. Strategies for de-escalation and conflict prevention.
4. Conflict resolution models: Interest-based vs. rights-based approaches.
5. Case study: Resolving interdepartmental conflicts in a large organization.

Module 3: Advanced Negotiation Techniques

1. Integrative vs. distributive negotiation tactics.
2. Building rapport and trust with stakeholders.
3. Overcoming cognitive biases in decision-making.
4. Handling negotiation deadlocks and impasses.
5. Case study: Negotiating partnerships in the private sector.

Module 4: Cross-Cultural and Organizational Negotiations

1. Understanding cultural differences in negotiation.
2. Strategies for managing multicultural teams.
3. Addressing organizational politics and hierarchies.
4. Adapting negotiation styles to different contexts.
5. Case study: Resolving cross-border disputes in an international organization.

Module 5: Mediation and Collaborative Problem Solving

1. Principles of mediation in conflict resolution.
2. Facilitation skills for collaborative discussions.
3. Designing win-win solutions for complex conflicts.

4. Mediator ethics and impartiality in resolving disputes.
5. Case study: Mediating between government and private sector stakeholders.

Module 6: Implementing and Monitoring Resolutions

1. Developing actionable agreements and follow-up plans.
2. Monitoring compliance and progress in conflict resolutions.
3. Evaluating the impact of negotiated outcomes.
4. Leveraging technology in tracking resolutions (e.g., dashboards).
5. Case study: Implementation of a labor agreement in a public agency.

Training Methodology

This course employs a participatory and hands-on approach to ensure practical learning, including:

- Interactive lectures and presentations.
- Group discussions and brainstorming sessions.
- Hands-on exercises using real-world datasets.
- Role-playing and scenario-based simulations.
- Analysis of case studies to bridge theory and practice.
- Peer-to-peer learning and networking.
- Expert-led Q&A sessions.
- Continuous feedback and personalized guidance.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

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