prbb intervals
Continuing Professional Development Programme
Space for Reflective Learning

PRBB Intervals Course Proposal

Course Title
The art of negotiation in science

Proposed date(s)
18th and 25th February 2027

Course Language English

Course Leader(s) and very brief summary of relevant qualifications and experience (no more than 2 lines for each trainer)

Arantza Danes Vilallonga is a Professional Co-Active Coach, Organizational Relationship Systems Coach and Wellbeing at work, consultant and researcher. Since 2013, she teaches leadership and negotiation techniques at UAB and corporate organizations. Member of the Female Leaders in Education Association.

Jose Manuel Toledano is a psychoanalyst and Gestalt therapist. Facilitator in Analysis and Problem Solving (Kepner Tregoe). Consultant certified by the European Negotiation Center (CEN Paris). He collaborated with the UNESCO Chair in "Conflict Management" and "Motivation and work environment".

Jose Manuel & Arantza prepare the course together and Arantza is the course leader with participants.

Rationale for course (why is this course of interest for the PRBB staff?)
In this course you will learn how to negotiate focusing on the exploration of mutual interests and generating alternatives that benefit all parties, leaving behind the traditional adversarial negotiation method. Collaborative Negotiation improves communication and partnership during the process, allowing better agreements to be reached. It is a negotiation process that respects people and the diversity of opinions.

Course aim – general
Improve negotiation skills from a win-win perspective that facilitates collaboration and establish strong and long-lasting relationships between the parties.

Specific learning outcomes - What new i) knowledge, ii) skills & iii) attitudes will participants take away from the course?

- Learn to differentiate between the explicit demands (positions) and underlying needs and motivations (interests) in a negotiation.
- Learn to resolve conflicts more efficiently and find solutions that benefit all parties involved.
- Improve communication skills: increase the ability to express needs and objectives.
- Develop interpersonal skills such as listening, emotional intelligence, empathy, creativity, and flexibility.
- Generate attitudes of problem-solving, self-reflection, respect, open-minded and curiosity through the willingness to consider different perspectives and explore creative solutions.
- Foster personal effectiveness, continuous learning and cultivate team collaboration.

Course contents (outline of topics to be covered)

- Traditional negotiation
- "I win, you win" (Harvard method), interest-based negotiation
- Preparation
- Identification of interests
- My objectives and your objectives
- Express negotiation

Training methods

This is an experiential learning course, with little theory and a lot of practice through case studies and the use of facilitation and coaching techniques.

Target group in PRBB (Senior scientists, postdocs, predocs, management/admin staff, all residents)

All PRBB residents

Number of participants (maximum)

12 participants

Total course hours (Please specify: direct training with instructor present and required self-study)

Note: only the direct training hours will be included in the post-course certificate.

Number of hours of class time: 12h
Number of hours of self-study: 2h
Total number of course hours: 14h

Distribution of course (hours/days)

Two sessions of 6h each

Pre-course preparation and self-study expected between sessions (what preparation should participants do before the course and/or in between sessions – reading, online study, prepare ideas etc?)

Before the course - Answering a questionnaire
Between sessions - Real case preparation

Material participants need to bring (laptops, etc…)

Participant may bring what they use to take notes (computer/notebook)

Relevant background reading/ audiovisual/websites or other materials

Fisher, R., Shapiro, D. (2005). Beyond Reason: Using Emotions as You Negotiate. New York, NY: Viking Penguin.
Fisher, R., Ury, W., & Patton, B. (2006). Getting to yes (2nd ed.). Penguin Putnam
Ury, William. (1991). Getting past no negotiating with difficult people. New York: Bantam Books.