

Effective Negotiating Skills Workshop

DR. KERMITT WALROND



Dr. Kermit Walrond is an IHRDC Associate who has served as Deputy Chairman of the Board of Directors of Neal & Massy Energy

Company in Trinidad & Tobago, as Chairman of the Board of Directors of NM Wood Group Ltd., and as Special Advisor to the Board of Governors of the Trinidad & Tobago Institute of Technology. He is a member of the Advisory Council of the Energy Centre of the University of Trinidad & Tobago. Until his early retirement in 2000 Kermit spent 33 years in progressively more senior positions with British Petroleum, Shell, Amoco and then BP. His early experience was in engineering and operations with British Petroleum (Trinidad) Ltd. He served five years with Shell in their Houston Research Laboratory before joining Amoco, where he was Regional Production Manager, Houston; Production Manager, Norway; Manager of Engineering, Worldwide; and Vice President, Production & Transportation, for BP's Caspian operations in Azerbaijan and Georgia. He has three degrees in Petroleum Engineering – a B.Sc. (Honors) from the University of Birmingham, and an MS and PhD from Pennsylvania State University. Dr. Walrond was a Distinguished Lecturer for the SPE in 1988-89 and was elected a Distinguished Member in 1991. The Pennsylvania State University has honored him as a Centennial Fellow, College of Earth & Mineral Sciences (1996) and as an Alumni Fellow (1997).

PROGRAM OVERVIEW

This two-day program provides participants with a practical understanding of the highly regarded negotiation process developed at Harvard University that is outlined in the book *Getting to Yes*. Participants will leave this program with a full understanding of the “best practices” of negotiating, whether they are used to negotiate a major business agreement or to settle a misunderstanding with a colleague. In the workshop setting, teams of participants are asked to negotiate positions in a realistic oil and gas case study to demonstrate and internalize the process.

WORKSHOP CONTENT AND PROCESS

The key steps you will take to successful negotiations are:

Step One— Discover Underlying Interests of the Parties

Underlying motivations, needs and concerns, fears and aspirations, understand your interests, understand the interests of the other side.

Step Two— Generate Options to a Negotiated Solution

Inventing options to meet underlying interests; option as a possible agreement but not a commitment; obstacles that inhibit the invention of options.

Step Three — Identify and Use Independent Standards

Making negotiation a joint search for independent standards, use standards to persuade and protect, distinguish which standards are appropriate.

Step Four — Deal with People Problems

Separate the people from the negotiating problem; use people techniques to solve people problems: acknowledge emotions without blaming, improve communication-listen actively.

Step Five — Generating Alternatives to a Negotiated Solution

Explore alternatives to the existing negotiated outcome; improve the terms of the negotiations; have an alternative solution in your “back pocket”; enhance the confidence of the negotiating process.

Step Six— Reaching Closure

Think about closure before you begin negotiations, move toward closure gradually as negotiations proceed; start with a framework for agreement; only agree to everything at the end.

“What I learned in this course will change the way I work, the way I manage and lead, and improve my negotiation skills.”

—2008 participant

FOR MORE INFORMATION ON THIS WORKSHOP PLEASE CONTACT:
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