

Negotiating for Conflict and Dispute Resolution

Background

As it is, 'negotiation' is a complex set of interactions between parties or individuals. Add to it the dimension of 'conflict', and we find ourselves on very slippery terrain. This online course is a primer on negotiating for conflict and dispute resolution. It aims at providing participants with the fundamental understanding and tools for complex negotiations under conflict situations. This course is also the first in a series and focuses on understanding conflict, procedures for dispute resolution, tools for negotiating under conflict situations as well as effective communication and decision making. This course emphasises learning by doing.

Learning objectives

At the end of the course, the participants should be able to:

- Recognize the incidence of a conflict;
- Appraise the degree of a conflict;
- Prescribe a resolution necessary in a given dispute; and
- Apply the proper procedure and tool for a dispute resolution.

Content and structure

This online course will cover the following modules:

- Module 1: Overview of Conflict
- Module 2: Procedures for Resolving Disputes
- Module 3: Introduction to Negotiation
- Module 4: Positional and Interest-based Bargaining
- Module 5: Communication for Decision Makers dealing with conflict

Methodology

In order to ensure the best possible outreach, the course will be delivered through e-learning. Through a multiple-instructional setting, the goal is to achieve the learning objectives by means of learning technologies that match personal learning styles and by the inclusion of non-linear learning that aims at the development of just-in-time skills of adult learners. At the same time, in order to allow participants maximum flexibility of scheduling, the learning will be conducted in an asynchronous manner. Using a state-of-the-art training architecture, UNITAR will combine self-learning with assessments and online discussions. The pedagogy - adapted specifically to professionals in full-time work - will help train participants through various experiences: absorb (read); do (activity); interact (socialize); reflect (relate to one's own reality).