



Mahindra™
University
Global Thinkers. Engaged Leaders.

CENTRE FOR
EXECUTIVE EDUCATION

Managing Negotiations



 **Email**

executive.education@mahindrauniversity.edu.in

 **Telephone**

Abhishek +91-84472 23410
Rakesh +91-90595 38001

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Programme Overview

Man is a Social Being.

Embedded in communities including virtual communities, each of us in our role taking and action choices, is negotiating with the Other. So, in our work systems, our membership, our power, our satisfaction, and our role-effectiveness is very much influenced by how we negotiate. There is a price each of us pays, including frustration, a sense of victimization, a sense of alienation and aloneness, if we do not learn to negotiate well.

As Managers and Leaders, and often where we may not have formal authority, we are demanded to influence stakeholders towards preferred choices and contracts. Often behind the lament of an inability to impact such stakeholders, lies an absence of both a skill and a perspective, that has not been honed enough.

Managing negotiations thus becomes a learning journey, where you would be exposed to and skilled in both the art and the science of complex negotiations. This course looks at a wide spectrum of application areas that a consultant and a human being encounters on any given day. It would also prepare you for complex themes including cross-cultural themes that you may encounter in your professional journey.

Learning Outcomes

Based on an immersive learning journey, and supported by conceptual frameworks and principles, this course would enable you to explore negotiating within a wide spectrum of situations. You would participate in role-plays, case studies, presentations, and simulations across the program, and integrate your experience, your behaviour and your skills including your weaknesses with models and theories of negotiations. Thus, the course enables you to diagnose your ability and skill, and then prepare you to learn new methods and new perspectives when it comes to negotiating.

- You will be able to diagnose and understand your current negotiating skills, style, and strengths.
- You will learn frames and tools to analyze key themes and challenges in a negotiating context
- You will learn to develop a strategic approach towards negotiating including planning, implementing, and reviewing
- You will improve your ability to negotiate effectively across a wide variety of contexts and complexities.

Key Topics Covered in the Programme

- Strategic Negotiations: Discerning my “Personal philosophy and biases”
- Theoretical Foundations for Negotiations – Differentiating Integrative Negotiating Strategy from Distributive Negotiating Strategy
- Distributive Negotiations – Approach, Tactics, and Roles
- Integrative Negotiations – Building Trust and Exploring MESO
- Stakeholder Mapping – Profiling and building an Approach
- Listening to the Articulated and the Unarticulated
- Influencing Strategies – Approaches, Styles, and building a tool box
- Building a Negotiation Team within the System
- Multi Party Negotiations – Approaches and Practices

Day wise Session Topics Covered

Day 1

Session 1:

Discerning my 'Personal Philosophy & Biases'

- How do I negotiate?
- What are my inner fears and biases?

Session 2:

Theoretical Foundations –Differentiating Distributive from Integrative Negotiations

- Understanding negotiations from two ideologies or lens of negotiating
- Unconscious 'pull' of the deprivation mindset and towards distributive negotiations
- Relevance of Integrative negotiations today as we build an ecosystem of partners, vendors

Session 3:

Distributive Negotiations – Approaches & Tactics

- Understanding Distributive Negotiations
- Crafting the Process – Opening Gambits to Closing the Process
- Negotiation Tactics
- Designing a Strategy including Role-playing within teams

Session 4:

Integrative Negotiations

- Understanding the Relevance of Integrative Negotiations
- Integrating this approach towards building Partnering

Day wise Session Topics Covered

Day 2

Session 1:

Role-Taking in Negotiations: Managing Dilemmas & Dharamsankatas

- Discerning double-binds and dilemmas – What is my inner stance?
- Managing Polarities

Session 2:

Mapping Stakeholders & their Mental Models

- Understanding and Mapping Stakeholders –especially in B2B Negotiations
- Mental Models & Typologies – Who am I negotiating with?
- Approaches

Session 3:

Influencing Styles & Approaches

- Understanding the Push and the Pull styles of Influencing
- Choosing and building an approach that looks at Rationalizing, Asserting, Inspiring and Bridging Styles

Session 4:

Multi-Party Negotiations

- Understanding and Mapping the Eco-system
- Designing a role for your sub-system / party within a Complex eco-system
- Bridging – an approach towards building and sustaining ‘Coalitions’
- Role-taking – Approaches and Practices that build ‘trust’ and ‘transparency’

Details

Programme Dates: November 13-14, 2025

Programme Mode: 2 Days | In-campus

Programme Fee: Rs. 50,000/- + GST Per Participant

Programme Faculty

Prof. Gagandeep Singh



Prof. Gagandeep is a Visiting Faculty at Centre for Executive Education, Mahindra University. He is a seasoned academician and consultant with over 31 years of experience, including 22 years in consulting, specializing in culture transformation, leadership development, coaching, and change management. A graduate of IIM Ahmedabad (PGDM, Finance, 1992-94), he has worked extensively across India, the USA, the UK, and the Asia Pacific, collaborating with multinational corporations and Indian organizations on strategic organizational development initiatives.

As a visiting faculty, Gagandeep has been associated with some of the most prestigious business schools. At IIM Ahmedabad, he has taught Leadership (ILPM) for PGPX and PGPs from 2013 to 2022 and co-anchored the ERI program between 2003 and 2006. At INSEAD (ILPSE), he directed an immersive module for seven years, focusing on group dynamics in their flagship leadership program for India and South Asia. He is also actively involved with Indian School of Business (ISB) in Hyderabad and Mohali, delivering executive education programs on 'Managing Change,' 'Influencing Stakeholders,' 'Negotiation Strategies,' and leadership development. His academic contributions extend to IIM Udaipur, Tata Institute of Social Sciences (TISS), FLAME Pune, and IMDR Pune. Additionally, he has co-authored Organization Development and Alignment – The Tensegrity Mandala Framework, which is part of the doctoral curriculum at William James College, Boston, where he has been teaching since 2021.

Beyond academia, Gagandeep plays a crucial role in behavioral science institutions. He serves as a Director at Sumedhas Academy for Human Context, a not-for-profit body dedicated to process work and behavioral labs. As a member of Group Relations India (GRI), he has been a consultant for numerous Group Relations Conferences (GRCs) in India and Europe, including engagements in France and the Netherlands. He is also affiliated with IFSI France and MOTUS Italy, institutions that anchor Group Relations Conferences in France and Italy. His training at Tavistock Institute, Leicester, UK, between 2006 and 2012, has further shaped his expertise in group relations and leadership development.

In the startup ecosystem, Gagandeep is the co-founder and Director of Reflexive Lenses Consulting, a pioneering firm that develops tools to explore individual and organizational identity. He is also an investor and stakeholder in Global Gyan Academy of Management Education, an EdTech startup focused on management learning. Additionally, he co-founded Turn The Bus (TTB), an NGO leveraging EdTech to provide education and livelihood opportunities, currently supporting over 350,000 students from underprivileged backgrounds through its high school education app.

Gagandeep's diverse expertise, spanning academia, consulting, and entrepreneurship, positions him as a thought leader in leadership development, organizational transformation, and executive education.

About Centre for Executive Education

The Centre for Executive Education (CEE) at Mahindra University, creates and conducts learning programmes for working professionals, which are designed to provide timely and relevant knowledge, insights and perspectives, that help them progress in their current and future roles in organizations. By enhancing performance of executives, these programmes are aimed to positively impact the organisations that they work for.

Executive Education Programmes at Mahindra University span across multiple business disciplines, engineering & data science, and law, for different seniority levels, in various national and international geographical locations.

CEE's mission is to be a hub for engaging & beneficial interactions between business leaders and the academia. The centre works with some of the finest faculty in India and from leading Global Business Schools. Participants will have opportunities to learn from the innovative research and consulting experience of the faculty, wide experience of the peer group of learners, and from Industry practitioners who bring in strong domain knowledge.

About Mahindra University

Mahindra University, established in May 2020, is a multi-disciplinary global education and knowledge campus which offers industry-aligned curricula, a student-centered learning environment, and opportunities for international exposure. The University offers Undergraduate and Post Graduate programs in its five Schools namely Ecole Centrale School of Engineering, School of Management, School of Law, Indira Mahindra School of Education, School of Media, Centre for Sustainability, School of Design and Innovation and Liberal Arts. The University has been established in a sprawling, green, 130 acres at Bahadurpally in Hyderabad. The University provides students with a modern lifestyle and a unique multi-cultural immersion in a predominantly green campus. The Lecture Theaters, Seminar Halls and Syndicate Rooms deploy state-of-the-art technology, to impart a multi-media, interactive learning experience to participants. Executive Housing facilities on campus come with contemporary design, spacious & comfortable air-conditioned rooms.

Some of our Clients



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Address: Survey No: 62/1A, Bahadurpally Jeedimetla, Hyderabad - 500043 - Telangana, INDIA

Email ID: executive.education@mahindrauniversity.edu.in | **Mobile no:** +91- 84472 23410 / +91- 90595 38001