

# Values-Based Leadership and Principled Negotiation Training Course

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## Overview

Values-Based Leadership and Principled Negotiation Training Course is a one-week intermediate course for leaders, managers, negotiators, and stakeholder-facing professionals, who leave with a Values-Led Negotiation and Agreement Pack. The course connects ethical decision tests, stakeholder interests, power and trust, BATNA, objective criteria, dialogue, mutual-gain options, conflict response, agreement design, and implementation review. It turns values into usable negotiation choices and accountable commitments. Agile Leaders Training Center develops values-based leadership and principled negotiation practice.

## Who Should Attend

- Teams responsible for leadership decisions, governance, and stakeholder trust
- Functions responsible for commercial, supplier, labor, or partnership negotiations
- People responsible for organizational change, consultation, and conflict resolution
- Teams responsible for client relationships, community engagement, and joint initiatives
- Functions responsible for ethics, people practice, risk, and agreement oversight

The course assumes participants lead discussions or make decisions involving competing interests; it leaves out introductory communication, legal advice, mediation accreditation, and transaction-specific technical drafting.

## Departments and Industries

The course supports values-led negotiation across corporate, government, nonprofit, professional-service, infrastructure, and customer-facing settings.

- Executive leadership and management functions
- Procurement, commercial, sales, and contract teams
- Human resources, employee relations, and organizational change
- Project, program, partnership, and stakeholder offices
- Public service, nonprofit, community, and development organizations
- Risk, ethics, governance, and corporate affairs functions

## Learning Objectives

By the end of this course, participants will be able to:

- Apply values and ethical tests to negotiation choices.
- Analyze stakeholder interests, power, trust, and conflict.
- Build BATNA, objective-criteria, and preparation tools.
- Use dialogue and mutual-gain option methods.
- Evaluate proposals, tradeoffs, and ethical influence.
- Build accountable agreements and review controls.

## Course Agenda

### Day 1: Anchor Leadership in Values

- Leadership Values Clarification and Behavior Map
- Ethical Decision Test and Stakeholder Impact Screen
- Integrity, Transparency, and Conflict-of-Interest Checklist
- Values-to-Negotiation Principle Translation Canvas
- Leadership Accountability and Decision Rationale Log

### Day 2: Read Interests, Power, and Trust

- Stakeholder Interest and Position Mapping Grid
- Power, Dependency, and Influence Assessment
- Trust Conditions and Relationship Risk Diagnostic
- Negotiation Style and Behavior Observation Guide
- Conflict Trigger and Escalation Pattern Map

### Day 3: Prepare Principled Negotiations

- BATNA and Reservation-Point Preparation Worksheet
- Objective Criteria and Legitimacy Evidence Table
- Issue, Interest, Priority, and Tradeoff Matrix
- Ethical Influence and Disclosure Boundary Checklist
- Negotiation Sequence and Mandate Planning Sheet

### Day 4: Create and Test Agreement Options

- Active Listening and Perspective-Taking Protocol
- Question Ladder for Interests and Constraints
- Mutual-Gain Option Generation Method
- Proposal Packaging and Conditional Trade Design
- Agreement Durability and Implementation Test

## Day 5: Practice Values-Led Negotiation

- Exercise: Apply the Ethical Decision Test to a Power Imbalance
- Exercise: Build BATNA and Objective-Criteria Evidence
- Exercise: Generate Mutual-Gain Options for Competing Interests
- Exercise: Test an Agreement for Trust and Implementation
- Capstone Exercise: Complete the Values-Led Negotiation and Agreement Pack

## Practical Exercises

The course uses suggested activities based on supplier discussions, workforce change, cross-functional priorities, client relationships, and public-interest partnerships.

- Suggested activity: translate leadership values into observable negotiation behaviors, disclosure boundaries, and decision tests.
- Suggested activity: map positions, interests, power, trust, alternatives, criteria, risks, and escalation triggers.
- Suggested activity: conduct a structured dialogue, create conditional trades, and compare packages against agreed criteria.
- Suggested activity: assemble commitments, owners, review points, safeguards, implementation evidence, and response routes.

## FAQs

### Who suits values-based leadership and principled negotiation training and what does it assume?

Values-based leadership and principled negotiation training suits leaders and stakeholder-facing professionals who handle competing interests and can already participate in structured workplace discussions and decisions.

### How does principled negotiation training differ from general communication training?

Principled negotiation training focuses on interests, alternatives, objective criteria, option creation, tradeoffs, agreement tests, and implementation, while general communication training usually covers broader speaking, listening, and interpersonal skills.

### What is BATNA in values-based leadership negotiation?

BATNA is the best available course of action if no agreement is reached; leaders use it to test whether a proposed agreement is preferable to a credible alternative.

## How do objective criteria support ethical negotiation?

Objective criteria support ethical negotiation by giving parties independent, relevant standards for comparing proposals, explaining decisions, reducing arbitrary pressure, and testing perceived fairness.

## What makes a principled negotiation agreement durable?

A principled negotiation agreement becomes more durable when commitments are clear, interests are addressed, criteria are visible, owners and review points are defined, risks are allocated, and implementation concerns are tested before closure.

## Conclusion

Participants take back a Values-Led Negotiation and Agreement Pack linking ethical tests, stakeholder analysis, BATNA, criteria, dialogue, options, tradeoffs, commitments, and review controls. It changes improvised bargaining into traceable leadership choices. The pack supports accountable agreements across commercial, workforce, partnership, project, client, and public-interest settings.

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