# Course Syllabus

## City University of Hong Kong

**Course Code**: LW6415

**Course Title**: Negotiation and Mediation Advocacy

**Course Duration**: One semester

**Credit Units**: 3

**Level**: P6

**Medium of Instruction**: English

**Medium of Assessment**: English

**Prerequisites**: Nil

**Precursors**: Nil

**Equivalent Courses**: Nil

**Exclusive Courses**: Nil
Part II  Course Details

1. Abstract

This course provides students with an introduction to various models of negotiation and mediation advocacy. The course focuses on the constructive negotiation model, planning for negotiation, dealing with difficult behaviour in negotiation and negotiating as a mediation advocate. Students will engage in a number of practical activities to develop their negotiation skills.

2. Course Intended Learning Outcomes (CILOs)
(CILOs state what the student is expected to be able to do at the end of the course according to a given standard of performance.)

<table>
<thead>
<tr>
<th>No.</th>
<th>CILOs</th>
<th>Weighting (if applicable)</th>
<th>Discovery-enriched curriculum related learning outcomes (please tick where appropriate)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Describe the constructive negotiation model and explain the purpose of each stage in the process.</td>
<td>10</td>
<td>A1</td>
</tr>
<tr>
<td>1.</td>
<td>Explain the different approaches to negotiation and when each might be appropriate.</td>
<td>10</td>
<td>A1</td>
</tr>
<tr>
<td>2.</td>
<td>Demonstrate a range of skills and techniques in communication and negotiation.</td>
<td>20</td>
<td>A1</td>
</tr>
<tr>
<td>3.</td>
<td>Reflect meaningfully on, and demonstrate, the negotiating role of mediation advocates.</td>
<td>30</td>
<td>A1</td>
</tr>
<tr>
<td>4.</td>
<td>Research and critically discuss some current issues in negotiation and effectively present (orally and in writing) your research findings.</td>
<td>30</td>
<td>A1</td>
</tr>
</tbody>
</table>

A1:  Attitude
Develop an attitude of discovery/innovation/creativity, as demonstrated by students possessing a strong sense of curiosity, asking questions actively, challenging assumptions or engaging in inquiry together with teachers.

A2:  Ability
Develop the ability/skill needed to discover/innovate/create, as demonstrated by students possessing critical thinking skills to assess ideas, acquiring research skills, synthesizing knowledge across disciplines or applying academic knowledge to self-life problems.

A3:  Accomplishments
Demonstrate accomplishment of discovery/innovation/creativity through producing /constructing creative works/new artefacts, effective solutions to real-life problems or new processes.
3. **Teaching and Learning Activities (TLAs)**
   *(TLAs designed to facilitate students’ achievement of the CILOs.)*

<table>
<thead>
<tr>
<th>TLA</th>
<th>Brief Description</th>
<th>CILO No.</th>
<th>Hours/week (if applicable)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Seminars</td>
<td>See remarks</td>
<td></td>
<td>3 hours</td>
</tr>
</tbody>
</table>

**Remarks:**
Active learning techniques, primarily in the form of simulations, will be used to deliver the practical training segment of the course. This methodology embraces a three stage process:-
(i) the presentation of information and/or a demonstration;
(ii) practice by the students; and
(iii) the “debriefing” feedback stage.

In order to accommodate this strategy, this segment of the course will be taught in intensive mode in weekday evenings and/or weekend afternoons. The methodology will usually involve the entire class in the 1st and 3rd stages, with smaller groups working on simulations and observed by the instructor during the 2nd stage. Several 2nd stage simulations may be performed in one evening’s instruction. As the training progresses, the simulation exercises will become more complex.

4. **Assessment Tasks/Activities (ATs)**
   *(ATs are designed to assess how well the students achieve the CILOs.)*

<table>
<thead>
<tr>
<th>Assessment Tasks/Activities</th>
<th>CILO No.</th>
<th>Weighting</th>
<th>Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td>Continuous Assessment: 100%</td>
<td></td>
<td>20%</td>
<td>See below</td>
</tr>
<tr>
<td>Class presentation</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Research paper</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Examination: 0% (duration: 0 hour)</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Remarks:**
(i) A student must obtain a minimum mark of 40% in order to pass the course.
(ii) Students must meet the attendance requirement of 100% for the above course. If students fail to fulfil a 100% attendance requirement, their coursework will not be marked. The School may accept deviation of the proposed minimum attendance requirement if students have justifiable grounds.
5. **Assessment Rubrics** *(pls advise)*

*(Grading of student achievements is based on student performance in assessment tasks/activities with the following rubrics.)*

<table>
<thead>
<tr>
<th>Assessment Task</th>
<th>Criterion</th>
<th>Excellent (A+, A, A-)</th>
<th>Good (B+, B, B-)</th>
<th>Fair (C+, C, C-)</th>
<th>Marginal (D)</th>
<th>Failure (F)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Continuous Assessment</td>
<td>Demonstration of ability to identify issues, current trends and practices.</td>
<td>Strong evidence of original thinking; good organization, capacity to analyze and synthesize; superior grasp of subject matter; evidence of extensive knowledge base.</td>
<td>Evidence of grasp of subject, some evidence of critical capacity and analytic ability; reasonable understanding of issues; evidence of familiarity with literature.</td>
<td>Student who is profiting from the university experience; understanding of the subject; ability to develop solutions to simple problems in the material.</td>
<td>Sufficient familiarity with the subject matter to enable the student to progress without repeating the course.</td>
<td>Little evidence of familiarity with the subject matter; weakness in critical and analytic skills; limited, or irrelevant use of literature.</td>
</tr>
</tbody>
</table>

*Course Syllabus*

*Aug 2018*
Part III Other Information (more details can be provided separately in the teaching plan)

1. Keyword Syllabus

1.1 Detailed Syllabus
   The following themes will be examined in the course
   - Negotiation: definitions, terms and approaches
     - Positional negotiation
       - Positions
       - Distributive and adversarial negotiation
       - Setting the parameters: positions, goals, bottom lines,
       - Zones of agreement
       - Concession-making
     - Interest-based negotiation
       - Interests,
       - Options,
       - Alternatives
       - Independent criteria
   - Ten-step guide to constructive negotiation
   - Negotiation as mediation advocacy
   - Preparing for negotiation
   - Negotiation: larger-than-life communication
   - Interpersonal Skills for Negotiators
   - Negotiation and neuroscience
   - How to handle hardball negotiation tactics
   - Overcoming impasses
   - Multiparty and team negotiations

2. Reading List
2.1 Compulsory Readings
   (Compulsory readings can include books, book chapters, or journal/magazine articles. There are also collections of e-books, e-journals available from the CityU Library.)
   Relevant journal articles will be provided in class.
   - Mediation Representation: Advocating in a Problem-Solving Process (NITA 2007)
   - K. Arrow, R.H. Mnookin, L. Ross, A. Tversky & R. Wilson, Barriers to Conflict Resolution (1955) Norton
• R. Cohen, Negotiating Across Cultures (1991) United States Institute of Peace
• A. Halpern, Negotiating Kills (1991) Blackstone

Journals
• Asian Dispute Review
• Australasian Dispute Resolution Journal
• Negotiation Journal
• Mediation Quarterly
• Ohio State Journal on Dispute Resolution
• Missouri Journal of Dispute Resolution

2.2 Additional Readings
(Additional references for students to learn to expand their knowledge about the subject.)

Nil

Online Resources
• www.legislation.gov.hk
• www.mediate.com
• www.beyonddintractability.org
• www.judiciary.gov.hk
• www.hkiac.org
• www.adr.org
• www.cedr.co.uk
• www.jamsadr.com
• www.arbitrators.org
• www.hklawsoc.org.hk
• www.hkba.org
• www.adrr.com
• www.spidr.org