

# NEGOTIATION & LEADERSHIP: IMPACTING BUSINESS STRATEGIES & DECISION MAKING



100% taught  
in English



In-person classes



3 Days  
7 hours per day



ESSEC  
Executive Education,  
La défense  
Paris



€3,000 excl. VAT  
€3,600 incl. VAT



Program Advisor

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Applicable conditions.  
Contact our training  
consultant.



**How do you turn tough negotiations into lasting agreements that drive business success?** In today's complex global market, negotiation is more than just bargaining—it's a strategic leadership skill essential for building trust, creating value, and managing cultural differences. This seminar equips you with proven frameworks and real-world practice to confidently lead negotiations that influence outcomes and strengthen partnerships. **Mastering negotiation today means shaping the future of your business - are you ready to lead the way?**

## PROFILE

This program is designed for executives, managers, directors, and all professionals in international negotiations who seek to enhance their strategic negotiation and leadership capabilities in complex, multicultural settings.

## TAKEAWAYS

- **Strategic Negotiation Skills:** Learn proven frameworks and techniques to plan, conduct, and close negotiations effectively.
- **Cross-Cultural Influence:** Develop the ability to navigate cultural differences and build trust in international business settings.
- **Value Creation & Relationship Management:** Discover how to create win-win outcomes that strengthen long-term partnerships.

## BOOK AN APPOINTMENT



## INCLUDING

- 1 lunch & networking cocktail



## LEARNING APPROACH

- **Hands-on Simulations:** Realistic role-play exercises from ESSEC IRENE and Harvard PON to develop practical negotiation skills.
- **Strategic & Theoretical Insights:** Expert-led sessions on key frameworks, emotional dynamics, and cross-cultural strategies.
- **Interactive & Personalized:** Peer exchanges and a 1-on-1 feedback session to strengthen individual negotiation styles.

## STRUCTURE

DAY 1	Questioning Before Negotiating: The Strategic Challenge of Negotiations Tech Entrepreneur	Preparing negotiations before Performing
	Simulation: Setting the Price of Medication (ESSEC IRENE)	Simulation: Fabiessi (ESSEC IRENE)
	<ul style="list-style-type: none"> <li>■ 3 Strategic Dilemmas in Negotiation.</li> <li>■ 10 Major Instinctive Pitfalls to Avoid in Negotiation.</li> </ul>	<ul style="list-style-type: none"> <li>■ Planning for Process, Problems and People.</li> <li>■ 10 Trumps for effective Negotiation preparation.</li> </ul>
DAY 2	Optimising Joint value before Dividing it	Negotiating with emotions in play
	Simulation: Winning the contract (ESSEC IRENE)	Simulation: Harmocom (ESSEC IRENE)
	<ul style="list-style-type: none"> <li>■ Proven techniques to create value at the negotiation table.</li> <li>■ Mastering Anchoring and smart concessions.</li> <li>■ 13 usual hard bargaining tactics and how to counter them.</li> </ul>	<ul style="list-style-type: none"> <li>■ The impact of emotions on Negotiation.</li> <li>■ A Repertoire of approaches for handling emotions in negotiation.</li> <li>■ Mastering Active listening and Active speaking techniques.</li> </ul>
DAY 3	Negotiating the Unexpected under Pressure	Navigating complex global negotiations
	Simulation: Winning the contested proposal (ESSEC IRENE)	Simulation: Multisumma (Harvard PON)
	<ul style="list-style-type: none"> <li>■ Anticipating Critical Turning Points.</li> <li>■ Navigating Key Turning Points During Negotiation.</li> <li>■ Effective Techniques for Negotiating Under Pressure.</li> </ul>	<ul style="list-style-type: none"> <li>■ Grasping the Impact of Cultural Differences (national, organizational, professional) on Negotiators' Behaviour and influence the Negotiation Process.</li> </ul>

## FACULTY



**Florent Blanc, Ph.D.**

**Affiliate Professor of Political Science and Negotiation, Director of the "Negotiators of Europe" program, ESSEC Business School (IRENE)**

Dr. Florent Blanc holds dual doctorates from Northwestern University and Sciences Po Paris. His expertise includes negotiation, mediation,

and development policy. He leads a major EU training program for negotiation and has conducted research on counterterrorism and dissent movements. Certified mediator (CEDR), he advises European institutions and private sectors such as energy, tech, and retail. His multidisciplinary approach integrates political science and international relations, delivering impactful training and consulting across public and entrepreneurial fields globally.

### Institute for Research and Education on Negotiation (IRENE) ESSEC Business School

Founded in 1996, IRENE brings together researchers and practitioners from academia, public service, business, unions, and mediation to advance negotiation, mediation, and conflict management. IRENE has completed missions in 82 countries and opened offices in Singapore (2010) and Brussels (2014). It hosts doctoral students, organizes interdisciplinary seminars, and publishes research. IRENE trains institutions such as INSP, French ministries, and European bodies. Active in conflict resolution, it is the sole French member of EPLO and supports international mediation efforts with EEAS and partners worldwide.



**Séverine Lebrun-Kuan**

**Affiliate Professor of Negotiation, ESSEC Business School (IRENE)**

Séverine Lebrun-Kuan is Affiliate Professor at ESSEC and Head of Pedagogical Development at the IRENE Institute since 2007. A graduate of Sciences Po Paris and NEOMA Business School, she specializes in

negotiation training for senior officials across European and French institutions. She has designed and led high-level executive programs for the European Commission, EEAS, the French Ministry of Armed Forces, and the Ministry of Foreign Affairs. Her work bridges international relations, cross-cultural negotiation, and public policy, making her a key contributor to Europe's negotiation capacity-building efforts.



**Aurélien Colson, Ph.D.**

**Professor of Political Science, Director of the IRENE Institute,**

ESSEC Business School (Paris, Singapore, Brussels) Dr. Aurélien Colson is Professor of Political Science at ESSEC and Director of the IRENE Institute for Research and Education on Negotiation since 2008.

He is a leading expert in negotiation, conflict resolution, and change management, with experience advising governments, international organizations, and corporations in over 80 countries. A former advisor to the French Prime Minister, he holds doctorates in political science (Paris V) and international relations (University of Kent), and is the author of several books translated into 15 languages. His work combines academic leadership with hands-on impact in global negotiation training and policy support.