



RIPPLE
LEARNING

Negotiation Skills

Developing negotiation skills can help you build and maintain strong workplace relationships, deliver better outcomes and resolve disputes effectively

We negotiate all day, every day, with clients, colleagues and even with family members, but we often do it instinctively without thinking strategically about the outcomes we are seeking

Negotiation Skills training teaches you how to successfully prepare for and engage in deal making with a strategic mindset. Realistic scenarios are crafted to be relevant to your workplace context so that participants are able to safely practice applying their skills during the workshop. This also ensures the workshop is very interactive and engaging

Workshop Content

- Exploring the natural tension between value creation and value distribution that is inherent in any negotiation
- Understanding the key dimensions of any dispute (Underlying Interests, social and legal Rights and perceived and actual Power)
- Understanding the key principles that research shows typically guides human behaviour when negotiating
- The key stages of any negotiation
- Understanding how personality, conflict style and cultural background may impact on each individual's negotiation style
- Exploring the range of negotiation strategies available and how to select an appropriate strategy for the each context
- Understanding the impact of emotions on negotiation
- Understanding the range of negotiation tactics that can be used and possible responses to mitigate the impact of these tactics
- Exploring the range of ADR (Alternative Dispute Resolution) strategies available when it is not possible to resolve a dispute and litigation is being considered
- Understanding the importance of a focus on review and debriefing following each negotiation so that strategies and tactics can be refined for application in future negotiations

Making a Social Impact

100% of profits are distributed to fund the core services of effective youth mental health organisations

Our Facilitators

Experienced mediators, counsellors, psychologists, general managers and HR professionals with relevant professional qualifications and accreditations who are currently working with clients as well as providing training and workshops

Workshop Format

Face-to-Face (at your place)
Online (Zoom or other platform)
Hybrid (to suit your needs)

Workshop Length & Cost

One to Two hours	\$985 + GST
Half Day	\$1,985 + GST
Full Day	\$2,985 + GST



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Ripple Learning Workshops

Delivered in 1-2 hours,
half-day or full-day formats

Managing Conflict

Conflict Resolution
Courageous Conversations
Difficult Conversations
Conflict Resolution & ADR for
Construction
Negotiation Skills

Boost Performance

Performance Management
Giving and Receiving Feedback
Engaging with 'Why'
Maximising Motivation
Performance for Hybrid Teams

Strengthen Wellbeing

Accidental Counsellor
Mental Health First Aid
Youth Mental Health First Aid
Stress Management
Building Resilience
Employee Wellbeing
Food for your Mood

Ripple Learning Short Sessions

Delivered in 1-2 hours

Foundational Interpersonal Skills

Deep listening (Active Listening) skillset
Assertive Communication skillset

Conflict Series

Understanding conflict (how to analyse and deconstruct a conflict and move forward)
Understanding individual differences in conflict (how our personality, culture and well-being affect our response)
Skills to de-escalate conflict in the moment
Communicating assertively (how to speak directly and respectfully and ensure you're heard)
Managing high-conflict personalities (what to do when nothing seems to work)

Boosting Performance Series

Understanding motivation
Giving and receiving feedback
Coaching to enhance performance

Resilience Series

Understanding resilience and stress
Physical resilience (food for your mood)
Physical resilience (sleep and exercise)
Emotional resilience (mindfulness, breathing, connectedness)
Cognitive resilience (flexible thinking, locus of control)
Spiritual resilience (ensuring clarity of purpose that is aligned with values)
Self-management (time management, structured problem-solving, perfectionism and procrastination)

Wellbeing Series

Food for your mood
How to boost your energy
General wellbeing



Ripple Learning Ltd is a social enterprise and registered charity

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