

# Enhancing Negotiation Skills for Women

September 25 - 28, 2023  
Mombasa, Kenya



*"The different sessions made me realize just how many chances I have missed in life because of not knowing how to negotiate. Before, negotiation was me winning and the other party losing, but now I know differently."*

**AWARD Negotiation Skills Course Participant**



## A Wise Investment

Effective negotiators are bred not born. They keenly understand what is on the table, and the parallel everyday negotiations taking place as well the hidden contexts, barriers, and opportunities at stake. They grasp the interpersonal communication that determines how people get to yes. And you can, too.

For women in leadership, negotiations skills are even more important. Even if her job carries with it formal power and authority, gender relations in organizations may make it difficult to exercise that authority. This reality requires that she harness and utilizes her negotiation skills to promote collaboration and build coalitions to advance institutional objectives.

The AWARD Enhancing Negotiation Skills for Women Course is a four-day training that empowers women in leadership to identify the multiple negotiation opportunities at work, and how these opportunities impact their work, career and personal success.

Hundreds of women scientists and other professionals have benefitted from this career-boosting course including senior leaders from international organizations, such as the CGIAR centers, FAO, and numerous national agricultural research and development organizations.

*"I found the entire course excellent and very beneficial. I realized that I have never before negotiated deliberately for anything in my life - often negotiated collaboratively when it concerns others (and very effectively at that), but when it comes to myself and claiming my own value and negotiating for anything important for me, I have never done that yet. This course taught me how to prepare and how important this is as well as how to "connect what is good for me to what is good for the organization"*

**AWARD Negotiation Skills Course Participant**

## Syllabus Highlights

- Recognize negotiating opportunities at work.
- Develop a negotiation preparation strategy that empowers you.
- Learn how to get other/reluctant people to negotiate.
- Navigate negotiations, build collaboration, and deal with resistance.
- Experience how gender plays out in negotiations.
- Apply negotiation principles to your own situation

## Course Objectives

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

- Recognize the fundamentals of different negotiation models
- Understand the multiple ways gender plays out in everyday negotiations in the workplace
- Assess their own bargaining strengths and weaknesses
- Use strategies to position themselves as effective negotiators
- Discover how one can advocate in ways that promote collaboration and problem-solving
- Understand how Everyday Negotiation can lead to broader changes in organizations

## Who?

This course is ideal for women in leadership, including board members of national, regional and international AR4D organizations. Staff members from CGIAR and other agricultural research organizations are encouraged to apply.

## Facilitators?

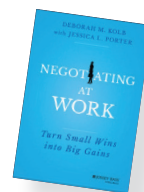


[Prof. Deborah M. Kolb](#) is a Deloitte Ellen Gabriel Professor for Women and Leadership (Emerita) at Simmons University School of Business. She is currently Co-Director of the Negotiations in the Workplace Project at the Program on Negotiation at Harvard Law School.



[Dr. Jessica L. Porter](#) has extensive experience advising organizations across sectors and geographies to create change.

[Prof Kolb and Dr. Porter](#) have co-authored the book *Negotiating at Work: Turn Small Wins into Big Gains*.



## Course Fees

USD 3,000 per person (Fee does not include flights, ground transportation, meals and accommodation.)

## Registration

Email: [awardtraining@cifor-icraf.org](mailto:awardtraining@cifor-icraf.org)  
cc: [p.bomett@cifor-icraf.org](mailto:p.bomett@cifor-icraf.org)  
[www.awardfellowships.org](http://www.awardfellowships.org)