

# Enhancing Negotiation Skills for Women Course: A Smart Investment

November 25-28, 2025  
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 this course, I considered negotiation as 'me winning and the other party losing.' Now I know differently."*

AWARD Training participant



## What makes this course unique?





Effective negotiation is key to advancing institutional goals and driving change, requiring alliances and collaboration among diverse stakeholders. For women, mastering these skills is crucial due to unique gender-related challenges. This course explores the intersection of gender and negotiation, providing strategies for navigating dynamics and building impactful leadership coalitions.

## Who

This course is for women in agricultural research and development organizations, including donors and CGIAR staff. Designed for professionals with supervisory roles, from five years of experience to senior leaders and board members, it focuses on enhancing leadership and negotiation skills.

## Course objectives

After this course, participants will be able to:

-  Understand the fundamentals of different negotiation models and processes involved in achieving successful negotiations.
-  Appreciate the value of taking time to prepare for negotiations.
-  Identify their bargaining strengths and weaknesses.
-  Explore strategies to position themselves as effective negotiators and problem solvers.

## What you gain as a participant in this course?

- Gain a strong foundation in negotiation models and processes to navigate complex discussions confidently.
- Understand how to promote collaborations and build coalitions, essential for advancing organizational goals.
- Acquire skills to handle gender-based challenges in negotiations, ensuring your voice is heard and respected.
- Recognize and capitalize on negotiation opportunities to further your career and personal aspirations.
- Apply your negotiation skills in real-life scenarios with the support of expert-led facilitator and interactive sessions.

## Maximizing impact: benefits for your organization or sponsors

- More inclusive decision-making: with a broader range of voices in leadership, particularly women equipped with negotiation expertise, organizations can make more balanced and inclusive decisions.
- Women skilled in negotiation can strengthen organizational relationships, which can lead to better deals, long-term partnerships, and increased organizational growth.
- Foster collaboration between departments, teams, and stakeholders leading to high performance teams.

## Facilitators

This transformative four-day course is led by Dr. Deborah Kolb, Professor Emeritus of Management at the Simmons School of Management's Center for Gender in Organizations in Boston, bringing unparalleled expertise in leadership and gender dynamics.

## Cost

**USD 3,000** per person (this does not cover flights, ground transportation, meals and accommodation).



**"Master the Art of Negotiation – Register Now to Lead with Confidence and Influence!"**

Scan QR code to register



## 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)

*"I used to think negotiating was only about buying and selling, now I understand how I can apply these skills to my work and personal life."*

AWARD Training Participant