

"Competent student – experienced graduate: international workshops on key competencies for the labour market"

The project is financed by the National Agency for Academic Exchange within the International Academic Partnerships Programme
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BELGIUM**Negotiation and Conflict****Goals:**

- The participant gains insight into the process of negotiation and learns new competences on how to deal with negotiation and conflict
- The participant gains practical experience in dealing with negotiation and conflict

Activities and tasks:

- Workshop managing conflict by Martin Euwema
- Workshop negotiation and social dialogue by Martin Euwema
- Workshop scientific policy-oriented research (HIVA Research Institute for Work and Society)
- Presentation and discussion about negotiation at the European Union (visit at the European Commission in Brussels)
- Talk and discussion with Francesco Marchi, director of the 'Negotiators of Europe' research and training program

Outcomes:

- The participant gets a first hand practical experience with conflict and negotiation
- The participant learns about the process of conflict and the process of negotiation
- The participant gains competences in negotiation strategies and dealing with conflict
- The participant learns about negotiation in the European Union and challenges for the European Union in the future

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Negotiation exercise

On Tuesday, multiple workshops were scheduled for the students. The students participated, among others, in an exercise that was aimed at gaining an immersive experience in negotiation. For this exercise, the students were given a case regarding a complex negotiation situation where the university faculty needed to decide about vegetarian food in the school restaurant. They were then split into teams that each represented a stakeholder in the negotiation. In the groups they then had to come up with a negotiation strategy. Following this, one person from each of the groups was appointed a representative that went to the negotiation table with the others. After the negotiation we discussed the exercise and professor Euwema gave some more explanation, linking theory to the exercise based on his expertise on negotiation. This negotiation exercise gave the students an experience in negotiation, which made them think about the theory that was provided on a deeper level.

Lecture negotiation-conflict styles Professor Euwema - managing conflicts

On Wednesday morning Professor Martin Euwema gave an interactive lecture about his field of expertise: negotiation and conflict. A common definition of conflict in industrial psychology states that there is a conflict between two or more parties (persons or groups) when one or more parties feel frustrated with or hindered by the other(s) (Van de Vliert, 1997). Then, professor Euwema introduced his own theoretical model of conflict behaviour. The model consists of 2 axes: 'Focus on own interests' and 'focus on relationship(s) with others'. The core of the model is that everyone has their personal style to deal with conflicts, but you can strategically shift between styles depending on the current situation. This way, the students reflected on their own conflict style(s).



European Commission negotiation



On Wednesday-afternoon everyone went on a field trip to Brussels. After spending some time in the city, a visit to the European Commission was planned. We got an introduction to what the European Commission does and we got the chance to ask some questions. With this knowledge we went to a local restaurant where Francesco Marchi, director of the 'Negotiators of Europe' research and training program, gave a lecture about the challenges of negotiations. The participants learned about the many aspects of negotiation and how to deal with them. They also learned how complex negotiations can be, especially in a complex environment like the European Union.