



SELF PROGRAM

2026/2027

International Negotiation

Fabio SALIBA

Contact: fa.saliba@uol.com.br

Course information

Number of credits: 6 credits

Contact hours: 30 hours

Hours taught per week: 2,5 hours or 3 hours

Teaching period: Fall Semester 2026

Course description

. The introductory course on cultural differences is meant to familiarize students with the cultural models which effect international/ intercultural exchanges.

. Special emphasis is placed on the cultural models according to the preeminent authors and several case studies are used to illustrate the models.

. Students will discover the specific stakes of international business negotiations in particular since skillfully managing intercultural differences is a key success factor.

Course outline

The course will be divided into 4 blocks of contents:

- Part 1: class n. 1: Interculturality and Cross-Culturality: This section addresses the international aspects of negotiation. The theoretical framework, illustrated with practical examples, will be based on Hofstede's approach, Edward T. Hall's cultural dimensions, and Trompenaar's dimensions.
- Part 2: classes 2 and 3: Organizational Behavior, Organizational Structure, and Organizational Culture: These three elements influence how the company is managed, which in turn affects human behavior and impacts the negotiation planning process.
- Part 3: classes n. 4 and 5: Conflict Resolution: Negotiations occur because a conflict situation exists within a work environment, between companies, etc. The theoretical framework, illustrated with practical examples, will be based on Moore's Circle of Conflict, the effects of conflict in an organization, the interactionist view of conflict, the five-step conflict process, conflict resolution styles, and the interestbased relationship approach (IBR).
- Part 4: classes n. 6 and 7: The Five-Step Negotiation Process: Building on Parts 1, 2, and 3, students will be able to understand the planning and implementation of negotiations in an international context: third-party negotiations, the bottom line/reservation point, bargaining strategies (distributive and integrative), and BATNA, MLATNA, and WATNA: alternatives for a negotiation agreement.

Prerequisites

None

Course objectives

Present a step-by-step strategy for coming to mutually acceptable agreements in every sort of conflict. Introduce a straight-forward, an applicable method for negotiating personal and professional, shows how to survive and thrive in the sometimes rough-and-tumble world of negotiation.

Assessment

- . Classes n. 8 and 9: submission of the final group project (continuous assessment) (40%)
- . Class n. 10: Individual final exam (60%)

Attendance

In order to participate, students must be present. Nevertheless, a maximum of 2 (two) unexcused absences will be allowed; otherwise, no mark will be given. An unexcused absence at a test (final test or continuous assessment) means no credits for the course.

Bibliography

- . Cross Cultural Dialogs: 74 Brief Encounters with Cultural Difference, Craig Storti, . Intercultural Press, Nicholas Brealey Publishing, 1994;
- . Cultures and Organisations, Geert HOFSTEDE, McGraw Hill, 1991;
- . Outliers, Malcolm Gladwell, Penguin Group, 2008 and also : Business Negotiations, MOAL-URVOAS G., De Boeck, 2014
- . Essential Negotiation, The Economist, Kennedy, Gavin 2004
- . A short course in international negotiating (3rd edition), World Trade Press, CURRY, Jeffrey Edmund 2009