



Skilled Negotiating

Negotiating is a daily practice – between suppliers, clients, colleagues, or external stakeholders. Negotiation isn’t about winners or losers; it’s about aligning resources appropriately and creating value. With the right strategies and frameworks, it is possible to achieve win-win outcomes.

The aim of this program is to develop your capability to build important business relationships and networks and to successfully navigate complex situations. You will learn how to critically analyze your position in negotiations and develop appropriate tactics to achieve your desired results. You will develop an awareness of strategies needed to handle difficult situations and avoid personal bias and other pitfalls that often sabotage negotiations. In addition, you will build your negotiation communication skills and experience through in-class simulations to practice concepts and understand how different individuals approach the same situation. You will leave confident in your ability to negotiate successfully.

Learning Objectives

Upon completion of the program you will be able to:

- Determine your personal negotiation style;
- Develop the strategic mindset to tackle various negotiation scenarios;
- Identify and practice effective behaviours for achieving your objectives;
- Avoid common pitfalls and personal biases that limit effectiveness in negotiating;
- Understand others' positions while building strong relationships;
- Develop effective communication skills to identify and satisfy the needs of both parties.

Program Investment

Dates: April 30 - June 3, 2025

Program Delivery: In-person

Commitment: 21 hours

Investment: \$2,195.00

Support Available

Group registrations: Get a preferred rate when three or more people from your organization enroll.



Program Schedule: April - June, 2025*

Date	Learning Activities	Format	Commitment
April 30	Program launch: Virtual learning platform orientation	Online, synchronous	1 hour
April 30	Unit 1: Foundations: Negotiations framework, value-creation strategy, preparation tools	Online, self-directed	2 hours
May 6	Module 1: Implementing an Effective Strategy: Effective competitive tactics, value-creation approaches, formal vs. informal dynamics, simulation	In-person, synchronous	7 hours
May 12	Unit 2: Preparation: Preparing for negotiations, effective communications, use of persuasion	Online, self-directed	2 hours
June 3	Module 2: Creating Value: Complex negotiations, managing difficult negotiators	In-person, synchronous	7 hours

*Dates and times subject to change.

Faculty Lead

Leighton Wilks, Assistant Professor, Haskayne School of Business



Leighton Wilks is an Associate Professor in Organizational and Human Resources. He holds an MBA (thesis-based) and a BA in Psychology from the University of Calgary. Leighton has been teaching negotiation courses at the School for over ten years. His research interests include negotiation, cross-cultural management organizational behaviour and ethics. Outside of the Haskayne School of Business Leighton works with a network of negotiating professionals that include FBI and police negotiators to provide negotiations training and keynote addresses to a wide variety of organizations.



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