

3-day Training Programme for Conflict Resolution through Bilateral Negotiation

Training Programme

RSPO will be organising a 3-day basic Conflict Resolution through Bilateral Negotiation training in collaboration with the Indonesian National Mediation Centre (Pusat Mediasi Nasional). The purpose of this training is to impart basic negotiation and communication techniques and skills to participants. This training programme will be tailor-made to RSPO's perspectives. To make it even more relevant to RSPO, references will be made to the RSPO's Principles and Criteria (P&C), in particular P&C 2.2, 2.3, 6.4, 7.3, 7.5, 7.6.

Participants will also be engaged in role plays which would be useful in learning and understanding the practical aspects of negotiation and conflict resolution. Participants will be taught the basis of interest-based facilitative negotiation, communication skills and approaches to understanding, managing and resolving conflicts. They will be taught how to approach legal and ethical considerations and insights into how to manage power imbalances. Such negotiations skills can be used within the workplace as well as in all aspects of management of the plantation business and fulfilment of RSPO Principles and Criteria.

Logistics

The training will be held as follows:

Date : 21 – 23 April 2015
Venue : Pusat Mediasi Nasional, Gedung Adi Puri Wisma Subud, Jl. RS Fatmawati no. 52, Jakarta

To ensure effective and maximum contact with trainers and coaches, the number of participants will be limited to 21 pax only.

Whilst RSPO will cover the training fees, participants are required to make their own travelling and accommodation arrangements.

Who should attend?

The training programme is open to employees of RSPO members in Indonesia, in particular those who regularly, or have the potential to regularly face conflict situations resulting from non-compliance of RSPO P&C.

Considering the limited space we have, it will be on a first-come-first-served basis.

Registration and Closing Date

Interested individuals or member companies are requested to fill up the registration details below and email it to Imam A. El Marzuq (imam.marzuq@rspo.org) **by or before 16 April 2015.**

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Time		Subject	Duration	Fasilitator
Day-1				
08:30	08:45	Registration		
08:45	09:15	Opening and Participant's Introduction	00:30:00	1
09:15	10:15	Preliminary session: What do participants expect from this training? What is your experience?	01:00:00	2
10:00	10:15	Tea and Coffee break		
10:15	12:15	<i>Musyawarah</i> and Restorative Justice	02:00:00	1
12:15	13:15	Lunch		
13:15	15:15	Conflict Analysis	02:00:00	2
15:15	15:45	Tea and Coffee break		
15:45	17:00	Positional-based negotiation, tactics and pitfalls	01:15:00	1
Subtotal day-1			06:45:00	
Day-2				
08:30	10:00	Negotiation Structure: an introduction to interest-based negotiation	01:30:00	2
10:00	10:15	Tea and Coffee break		
10:15	12:00	Negotiation Skills: active listening and reframing	01:45:00	2
12:00	13:00	Lunch		
13:00	14:15	Simulation: identifying wants, needs and issues	01:15:00	2
14:15	15:00	Interest-based negotiation, cont.: exploring alternatives, criteria/benchmarking and BATNA	00:45:00	2
15:00	15:30	Tea and Coffee break		
15:30	16:30	How to prepare a negotiation: digging and exploring other's interest	01:00:00	2
Subtotal day-2			06:15	

Day-3				
08:30	09:00	Opening discussion	00:30	1
09:00	10:00	Case study, simulation 1: preparing a negotiation	01:00	6
10:00	10:15	Tea and Coffee break		
10:15	11:15	Case study, simulation 2: two parties negotiation	01:00	6
11:15	12:00	Developing options and setting criteria: reality test, B/C and BATNA	00:45	2
12:00	13:00	Lunch		
13:00	14:15	Case study, simulation 3: dealing with difficult parties	01:15	6
14:15	14:45	Negotiation and decision making: tactic and responses	00:30	6
14:45	15:15	Tea and Coffee break		
15:15	16:45	Case study, simulation 4: multi-party negotiation	01:30	6
16:45	17:00	Closing & PMN token	00:15	6
Subtotal day-3			06:45	
Effective hours			19:45	