



## COACHING NEGOTIATION SKILLS

The Scotwork Coaching Negotiation Skills (CNS) programme helps internal coaches to sustain the development of negotiation skills as a core competence, within any organisation committed to advancing negotiation skills.

### Who Should Attend?

Line managers, mentors, and internal training resources. Participants should have strong commercial acumen and negotiating experience, coupled with the curiosity, empathy and the commitment to bring about a genuine transformation in the performance and development of others.

Participants must have completed the Scotwork Advancing Negotiation Skills programme within the last 9 months.

### CNS programme overview:

- Understand the role of a coach
- Learn to observe negotiations
- Identify coaching opportunities
- Learn to benchmark performance
- Improve your coaching skills
- Learn to deliver feedback
- Refresh ANS knowledge and skills
- Learn to give value-adding Advanced Negotiation skills coaching guidance
- Learn to use an 8-Step competency matrix to track Negotiator development progress

### CNS programme overview:

- 1:4 Participant to tutor ratio
- 2 day duration
- One-company programme for 8 participants

“A business critical 2 day session, for organisations wanting to capture the proven impact of the Scotwork Advancing Negotiation Skills programme, and use their own internal resources to bring about a lasting transformation, that delivers competitive advantage from sustainable negotiation skills development.”

**Tom Kinnaird**

**Global Procurement Director, WPP**



### Online Coaching Tools

Complete this course and qualify for free access to our digital Coaching Tool. This simple-to-use web app makes your coaching easier and more productive.

- Record details of each coaching session
- Log each coachee's skill level using the Scotwork competency framework
- Track progress over time (both individually and as a group)
- Access coaching guidelines tailored to individual development needs
- Document coachee action plans agreed in one-to-one sessions
- Generate a report after each coaching session to share with your coachee

### Open (Public) Courses

Open Courses take place in various locations throughout New Zealand. There are 12 places on each course, with participants from a wide range of industries, job functions and seniority levels to reflect real world negotiations. To maintain balance, a maximum of three participants from any one company will be registered per open course.

Visit [www.scotwork.co.nz](http://www.scotwork.co.nz) for upcoming dates.

### One-Company Courses

The programme is delivered by two Scotwork consultants for up to 12 participants. Contact us to discuss your organisation's needs and see if this is the right option for your team.

Please contact us to find out more  
**Call NZ Hotline 04 2979069**  
**Email [info@scotwork.co.nz](mailto:info@scotwork.co.nz)**