

Scotwork®

since 1975



# Coaching Negotiation Skills

## Creating Coaching Champions

Our C.N.S. programme is designed for managers, leaders, and coaches who want to strengthen negotiation performance across their teams. It equips you with the skills, structure, and resources to coach others through complex negotiations, reinforce best practices in real time, and embed a consistent negotiation mindset and culture across the organisation.



# About the programme

## WHY IS NEGOTIATION SKILLS COACHING IMPORTANT?

In-house coaches empower an organisation to maximise value through effective mentorship and guidance of their negotiators, unlocking their potential to foster a strong negotiating culture and consistent best-practice approach.

## WHO SHOULD ATTEND?

The C.N.S. programme is ideal for skilled negotiators who already possess strong negotiation skills and experience, but are looking to master the art of coaching and mentoring to unlock their team's full potential. It equips you with the skills, know-how, and resources necessary to guide your teams through complex negotiations and act as an ambassador for a negotiation mindset.

**Completion of our Advancing Negotiation Skills (A.N.S.) training course within the last 18 months is required. Your team will also have previously attended our A.N.S. course.**

## THIS 2-DAY COURSE ALLOWS YOU TO:

**Identify opportunities** Learn how to evaluate your team's negotiation performance, leverage their strengths, and identify areas for improvement using Scotwork's competency model and methodologies.

**Give guidance** Learn how to give actionable guidance and deliver objective, constructive feedback, enabling your team to improve their performance and negotiation outcomes.

**Add value** Learn how to provide continuous support and bring about a genuine transformation in the performance and development of your team.

## EXPERT COACHING

The programme is delivered by two Scotwork consultants for up to 8 participants. Each consultant has years of real-world commercial and negotiating experience.



Two consultants  
per course



Tutor ratio 1:4

UNDERSTAND – PRACTICE – APPLY – EVOLVE

## OUR COACHING MODEL

We prepare you for the real world through live 1-2-1 coaching exercises and real-time feedback to build leadership skills and negotiation coaching expertise standards.

### **OBSERVE & RECORD**

Discover how to interpret the workings of a negotiation and how to map out guidance to improve your team's performance.

### **G.R.O.W. MODEL**

We use the industry standard G.R.O.W. coaching model, allowing negotiation coaches to address challenges, set goals and uphold negotiation skill standards.

### **CLASSIFY & EVALUATE**

Learn how to use the Scotwork 8-Step framework to identify competencies for each stage of the negotiation and evaluate the performance of your negotiators.

### **LIVE COACHING**

We prepare you for the real world through live coaching exercises and real-time feedback to build leadership skills and coaching expertise.

## BEFORE DISCOVERY & REVISION



### **DISCOVERY CALLS**

Prioritise your learning objectives to ensure our programme meets your needs and business challenges.



### **REVISIT A.N.S. MATERIALS**

Our online Scotwork Toolbox has all the materials you need to refresh your negotiation skills and knowledge gained during the A.N.S. course.

## DURING PROCESS & PRACTICE



This 2-day course gives participants the opportunity to test and enhance their understanding of negotiating behaviour through the analysis of professionally recorded negotiation videos. Powerful coaching skills and competencies are cemented during guided, hands-on practice in simulated real-world coaching environments.

## AFTER COACHING & EMBEDDING



### **ONLINE EMBEDDING TOOLS**

Embed learning through our digital Preparation Tool, Personal Development Plan and 8 interactive Consolidation Modules.



### **BEHAVIOUR PREFERENCES PROFILING**

Harness an understanding of your natural negotiating style through 1-2-1 expert coaching and learn how to adapt for even better results.



### **LIFETIME SUPPORT**

Scotwork's consultants are always on-hand to offer support and guidance.

# About Scotwork

## MAKING A REAL IMPACT WORLDWIDE

Scotwork has coached hundreds of thousands of senior managers in 30 languages. We have grown into the world's number one independent negotiation consultancy, with offices in 50 countries. We work with organisations large and small across all sectors. After more than 50 years we are still giving people powerful skills that transform their lives, and handing businesses more successful futures.



Australia  
Belgium  
Brazil  
Bulgaria  
Canada  
China  
Colombia  
Croatia  
Czech Republic  
Denmark  
Finland  
France  
Germany

Greece  
Hong Kong SAR  
Hungary  
India  
Indonesia  
Ireland  
Italy  
Japan  
KSA  
Kuwait  
Lithuania  
Lebanon  
Malaysia

Mauritius  
Mexico  
Morocco  
Netherlands  
New Zealand  
Norway  
Philippines  
Poland  
Portugal  
Reunion Island  
Romania  
Singapore  
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