

Scotwork®

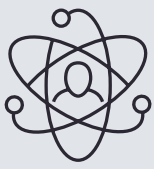
since 1975

START YOUR SKILLS JOURNEY HERE

Advancing Negotiation Skills

Our A.N.S. course launches tens of thousands of people into negotiation training every year. It is designed to equip professionals, across all industries, functions and levels, with the practical skills and processes needed to excel at any negotiation table. Giving you confidence and control, Scotwork's pioneering negotiation training course empowers you to be a successful negotiator. This high-quality, impactful learning experience delivers sustainable change in negotiation behaviour.





Advancing Negotiation Skills Course

NEGOTIATE MORE VALUABLE DEALS WITH OUR 8-STEP APPROACH©

The Scotwork A.N.S. course unpacks the complex and chaotic practice of negotiation and simplifies it into a highly effective process you can repeat again and again. Our approach is rooted in the rigorous analysis of hundreds of thousands of hours of real-world negotiations.

By identifying common behaviours across so many diverse observations, we have distilled the negotiating process into a simple, universal 8-step model. This empowers you with a clear understanding of how any negotiation can be successfully managed and outcomes agreed.

Tailored to both individual and business needs, A.N.S. not only teaches you how to negotiate successfully, but does so in a learning environment that is modern, inspiring, hands-on, team-spirited, and fun!

HARNESS THE NEGOTIATION PROCESS

- **Negotiating** your way out of **conflict**
- Picking up **signals** through active **listening**
- **Re-packaging** deals to get past roadblocks
- Negotiating effectively as a **team**
- Confidently responding to common **negotiation tactics**
- Being fully **prepared** for any negotiation
- Making, pitching and responding to **proposals** effectively
- Using information **strategically**
- Handling **deadlocks**
- Creating value through **trading** and **bargaining**
- Improving speed to **close**
- Navigating complex **multi-issue negotiations**
- Maintaining **control** and **power** throughout
- Defusing aggression and **confrontation**

PROVEN RESULTS

Our course makes a real commercial difference from day one. Participants walk away from their training armed with practical skills that boost their effectiveness at the negotiating table and return an average 16.08x the course fee within three months.

Over the past 36 years, we have been measuring course ROI. We have surveyed more than 36,000 participants to gauge how they value their Scotwork training experience:



98.9% said they would recommend Scotwork's training course to others



98% said the new skills improved their negotiating performance



96% of managers praised the investment in Scotwork's course

Courses provide an average

16.08 x ROI

within three months

About the course

INSPIRING CONTENT

Negotiation is a live, interactive process. To reflect this, our learning model actively engages participants in turning theory into practice. Over 80% of course time is allocated to interactive sessions that include a challenging mix of 5 live case-play exercises followed by individual unscripted video analysis feedback and coaching from our experts.



THEORY



PREPARE



WATCH



NEGOTIATE



ANALYSE

Learn critical negotiating skills in a face-to-face or virtual environment.

FACE-TO-FACE

DAY 1	DAY 2	DAY 3
TUTORIAL 1	TUTORIAL 3	TUTORIAL 5
PRACTICAL	PRACTICAL	PRACTICAL
TUTORIAL 2	TUTORIAL 4	SUMMARY
PRACTICAL	PRACTICAL	

VIRTUAL

DAY 1	DAY 2	DAY 3	DAY 4
TUTORIAL 1	TUTORIAL 2	PRACTICAL	TUTORIAL 4
PRACTICAL	PRACTICAL	TUTORIAL 4	PRACTICAL
PRACTICAL	TUTORIAL 3	PRACTICAL	SUMMARY



Two
consultants
per course



Tutor ratio 1:6




EXPERT COACHING

Our A.N.S. course is delivered by two expert consultants, each with years of commercial and negotiation experience. They critique case-plays in real time, deliver instant, incisive feedback, and provide guidance on the spot. You are guaranteed plenty of high-quality, one-to-one time with them for targeted support and advice.


Before and after

By researching your capabilities and needs beforehand, we ensure the A.N.S. course is tailored to your challenges and relevant to your working life. And, because the course is just a first step on your lifetime of negotiation skills development, we also support your post-course learning with a wide choice of free tools and resources.

BEFORE BENCHMARK & DISCOVERY

-  **DISCOVERY CALLS**
One-to-one conversations to capture your individual needs and business challenges, to ensure learning objectives are prioritised.
-  **NEGOTIATING PROFILE**
Identifies individuals' areas of negotiating confidence, highlighting priorities for improvement and creating the foundation for a Personal Development Plan.
-  **NEGOTIATING SKILLS CAPABILITY SURVEY**
Measures company-wide negotiation competence by assessing your organisation's negotiating culture strengths and weaknesses.

DURING PROCESS & PRACTISE

-  Tailored to your needs, our course addresses your real-world negotiating challenges by guiding you through our highly effective 8-Step framework to empower you with a clear understanding of how any negotiation can be successfully managed and resolved. Interactive sessions include a challenging mix of 5 live case-play exercises followed by individual unscripted video analysis feedback and coaching from our experts.

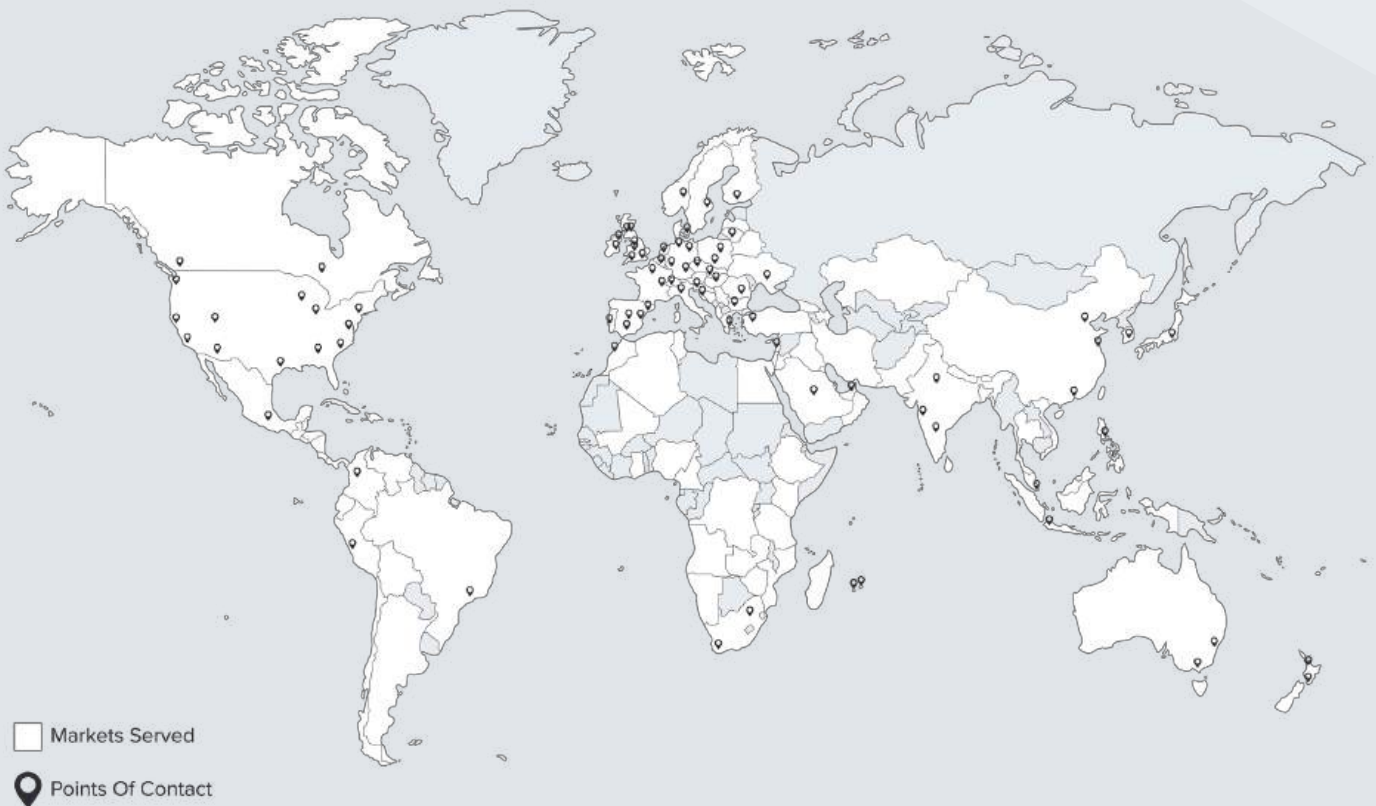
AFTER EVALUATE & EMBED

-  **ONLINE EMBEDDING TOOLS**
Embed learning through our AI-enhanced 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.
-  **90-DAY ROI SURVEY**
Evaluate gains in deal value, margin protection, cost savings and overall individual and group negotiating performance. Participants report that our courses provide an average 16.08x ROI within three months.
-  **FOLLOW ON TRAINING**
More tailored courses to hone your skills development.

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.



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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
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New Zealand
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