

A photograph showing three people in a professional setting. On the left, a man with dark curly hair is smiling. In the center, a woman with dark hair is smiling broadly. On the right, a man with grey hair is looking towards the woman. They appear to be in a collaborative meeting.

## Everything is Negotiable

Increasingly trustees of pension schemes are finding themselves having to reach agreements with various parties where much rests on the outcome. Most notably this may be with regard to scheme funding negotiations with the employer. However, the requirement to negotiate is not limited to this one situation. Benefit re-design, enhanced transfer value exercises, scheme mergers, corporate restructuring, setting scheme factors and contracting with advisors and service providers are all situations where trustees may be required to negotiate.

This event will provide those involved in negotiations with an overview of some of the options and skills that can help improve effectiveness in this key area and is essential training for an effective trustee board.

### COURSE OBJECTIVES

By the end of the session participants will be able to:

- Identify the definition of negotiating
- Plan the effective use of strategies, methods and expert resources to support negotiation

### WHAT THE COURSE OFFERS PARTICIPANTS

Through input, discussions, case studies and group exercises, the trustee board will refine their skills during the course. The key models and techniques will be supported by a quick reference guide handout.

### TIMING & COST

We recommend at least four hours are made available by the trustee board in order to cover the content outlined above. Course content will be discussed and adapted to suit your needs. A session would cost approximately £2,000 (+ VAT).

### COURSE CONTENT

- Definition and alternatives
- The structure of negotiation
- Power
- The language of negotiation
- Needs vs. Objectives
- Currencies
- Concessions
- Dirty tricks or tactics?
- Working as a team
- Outstanding negotiators
- Practical exercises and a case-study to practice negotiation techniques



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The group provides consulting, software, resourcing, training and business process outsourcing services that enable public and private sector organisations to deliver employee benefits more efficiently.

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Our specialist knowledge and experience lies in development of leadership and management programmes, professional and personal skills, competency assessment and profiling.

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