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COURSE BROCHURE

Negotiation and Persuasion Skills for People Teams Training Course

18 – 22 January 2027
Geneva

Negotiation and Persuasion Skills for People Teams Training Course

Ref: 2676_102024 **Date:** 18 – 22 January 2027 **Location:** Geneva **Fees:** 6500 GBP

Negotiation and Persuasion Skills for People Teams is a 1-week training course for people-function specialists and team leads who negotiate job offers, pay adjustments, policy changes and headcount requests, and who leave with a people-team negotiation playbook. As talent markets tighten and budgets come under closer scrutiny, the ability to reach durable agreements with candidates, managers and employee representatives decides how well organisations attract and keep people. Jupiter Prime Training delivers this course.

Why Negotiation and Persuasion Skills for People Teams Matter Now

People teams now sit between three pressures: candidates who compare offers openly, line managers who want fast hires and exceptions to pay structures, and finance leaders who question every new role. Employee representatives also expect earlier, better-evidenced consultation on change, and leaders want offers closed without breaking pay structures. Conceding too quickly brings pay inconsistency and lost offers; prepared negotiation protects fairness and secures resources. The course rests on interest-based negotiation, structured preparation of walk-away alternatives and evidence-led persuasion, each explained in plain terms.

Who Gains Most from Negotiation and Persuasion Skills for People Teams

- Specialists who extend offers and close candidate agreements on pay, start dates and conditions
- Advisers who resolve pay exception requests and grading disputes raised by line managers
- Employee relations staff who prepare for consultation meetings with staff representatives
- People-function leads who present headcount and budget cases to finance and executives
- Policy owners who must win acceptance for changes to working arrangements and benefits

A people team that sends recruitment, reward and employee relations members together gains most, because they leave with one shared approach to concessions and approvals.

Negotiation and Persuasion Skills for People Teams Capabilities

Participants build the habits that turn each difficult people conversation into a prepared and principled exchange.

- Map the interests, constraints and walk-away points of each party — offer and exception decisions
- Design a concession plan that protects pay equity and internal relativities — reward committees
- Build an evidence-led business case for new roles and budget — finance and executive approvers
- Apply questioning and reframing to move positional managers toward options — line management
- Communicate unwelcome outcomes while keeping trust and the relationship — candidates and employees
- Prepare a consultation stance with clear mandates and fallback options — employee representatives

Key Negotiation and Persuasion Skills for People Teams Terms

- Walk-away alternative — the best course of action a party can take if no agreement is reached.
- Settlement zone — the overlap between the most each party will give and the least each will accept.
- Interest-based negotiation — an approach that looks past stated positions to the underlying needs.
- Internal relativity — the pay relationship between comparable roles inside an organisation.
- Concession ladder — a planned sequence of trade-offs released only in exchange for something of value.
- Negotiating mandate — the written limits and authority a negotiator holds.

Negotiation and Persuasion Skills for People Teams Day by Day

Day 1: The Negotiating Landscape of People Work

- Stakeholder Map of Candidates, Managers and Representatives — Where Talks Arise
- Positions Versus Interests Analysis — Reading What Each Party Really Needs
- Walk-Away Alternative Preparation — Setting Limits Before Any Conversation
- Settlement Zone Estimation — Judging Whether Agreement Is Realistic
- Personal Negotiating Style Profile — Spotting Habits That Cost Concessions

Day 2: Offers, Pay and Candidate Agreements

- Offer Package Anatomy — Trading Salary, Allowances, Leave and Start Date
- Internal Relativity Check — Protecting Fairness Across Comparable Roles
- Concession Ladder Design — Releasing Trade-Offs Only for Value
- Counter-Offer and Competing Offer Handling — Keeping Preferred Candidates Engaged
- Offer Call Scripting and Rehearsal — Closing Verbally Before Paperwork

Day 3: Persuading Managers and Executives

- Headcount Business Case Structure — Linking New Roles to Operational Results
- Evidence Selection and Framing — Choosing Figures Approvers Will Trust
- Pay Exception Request Triage — Saying No While Offering Alternatives
- Questioning and Reframing Techniques — Moving Positional Managers Toward Options
- Objection Anticipation Grid — Preparing Answers Before Approval Meetings

Day 4: Consultation, Conflict and Difficult Messages

- Negotiating Mandate Agreement — Fixing Authority Limits With Decision-Makers
- Consultation Meeting Planning With Representatives — Sequencing Proposals and Responses
- Deadlock Recovery Moves — Adjourning, Reframing and Packaging Issues
- Delivering Unwelcome Outcomes — Preserving Trust With Employees and Candidates
- Written Agreement Wording — Recording Terms Without Ambiguity

Day 5: Practising the People-Team Negotiation Playbook

- Offer Negotiation Simulation — Applying Concession Ladders Under Time Pressure
- Executive Approval Role-Play — Testing Business Cases Against Tough Questions
- Consultation Round Simulation — Holding Mandates While Building Agreement
- Peer Debrief and Style Adjustment — Choosing Habits to Strengthen Next
- People-Team Negotiation Playbook Completion — Standard Steps, Limits and Scripts

Applying Negotiation and Persuasion Skills for People Teams After the Course

- Run a preparation session before the next senior offer, agreeing the walk-away alternative, settlement zone and concession ladder.
- Rebuild one pending headcount or pay exception case using the business case structure and objection grid.

Negotiation and Persuasion Skills for People Teams Questions FAQ

What are negotiation and persuasion skills for people teams, and why do they matter now?

They are the methods people specialists use to reach agreements on offers, pay, policy and resources. They matter now because candidates compare offers, budgets are tighter and staff expect earlier consultation.

Which roles gain most from negotiation and persuasion skills for people teams?

Recruitment, reward, employee relations and people-function leads gain most. You benefit if you close offers, handle pay exception requests, consult with staff representatives or argue for headcount with finance and executives.

How does negotiation and persuasion skills for people teams differ from a general negotiation course?

It applies negotiation to situations specific to people work rather than sales or procurement deals. You practise offer calls, internal pay relativities, consultation with representatives and headcount cases.

What do you bring back from negotiation and persuasion skills for people teams?

You bring back a people-team negotiation playbook. It sets out preparation steps, concession limits, offer call scripts, business case structure and consultation stances your team can reuse.

Negotiation and Persuasion Skills for People Teams: The Way Forward

The people-team negotiation playbook first informs how the next senior offer or pay exception is prepared and approved. Recruiters, reward advisers and employee relations staff use it to share limits and scripts. After its first use, revisit the concession ladder and mandate limits to check whether they protected fairness without losing good candidates.