



COMMANDING **PRESENCE**

Negotiation Skills Workshops
for Large & Small Groups



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About Our Negotiation Skills Training



If you want to improve your negotiation skills, influence for success, and enhance your decision-making processes—both internally within your organization and externally with other partners and vendors then look no further than our highly effective negotiation skills training from a world-class negotiation coach, Peter Hiddema.

With our negotiation skills training, participants will learn to become more confident and successful negotiators. They will better understand the ins and outs of negotiation and develop effective strategies, tactics and counter-measures for manipulative opponents.

Our workshops use experiential methods allowing participants to apply what they have learned and practice their new skills in a variety of methodologies. These include role plays, case studies, personal skill analysis questionnaires, games and trainer-led discussions.

Our Core Principles

1. Expand the pie.
2. Break through deadlocks.
3. Tame the nightmare negotiator.



Our Workshop Coaches

Peter Hiddema

Peter is an expert in negotiation, collaboration, and conflict management skills. Peter is fluent in English and French.

Peter has worked in a wide variety of settings. In the private sector he has trained and advised executives of global Fortune 500 companies on high-stakes negotiations and relationships and has also assisted small local organizations. In the public sector he has worked with the World Health Organization, the Inter-American Development Bank, international non-governmental organizations, as well as universities, national and regional government bodies and indigenous peoples. In addition, Peter has been a Visiting Professor in France and Singapore at INSEAD – The Business School for the World, and has lectured at Queen's University (Canada and the UK), and Harvard University, among others.

Peter began his career in finance and banking. He worked with the Royal Bank of Canada in Toronto, Canada and London, England. He holds an Honours Bachelor of Commerce Degree from McMaster University, an MBA from Queen's University (Canada), and an Executive Master's Degree in Consulting and Coaching for Change from INSEAD (France).



Content Outline

You'll have a chance to learn about- and use- techniques to help you become a more effective communicator and build stronger relationships. You'll leave equipped with practical tools, tips and techniques that you can use in all your negotiations.

The workshop content is based on theories developed by our colleagues at the Harvard Negotiation Project combined with the many years of real-world experience of our workshop leaders. The workshop provides you with a strategic and step by step framework that you can use in any negotiation.

In Our Negotiation Skills Workshops You Will Learn How to:

- Handle Difficult Negotiators
- Convert an enemy into a joint problem-solver
- Discover what people really want
- Break Impasses
- Set a constructive tone
- 'Expand the pie' to create new value for all 'sides' of the negotiation
- Prepare effectively for any negotiation and manage it strategically
- Avoid dangerous traps in your thinking and actions.



Workshop Formats

Our negotiation skills workshops provide a comprehensive learning experience using a proven framework and expert guidance from a seasoned negotiation coach. Designed to empower your team with confidence and expertise, these workshops feature:

- Interactive Exercises
- Role-Plays and Case Studies
- Engaging Discussions
- Relevant Videos (where applicable)

Each session is customized for the client to foster the practical skills required by your team members to become more effective and successful negotiators.

We provide training in the following formats in-person or virtually:

- 2-Day
- 1-Day
- Half-Day
- 1 Hour, 2 Hours

Group Sizes:

- 6 to 100+



Two-Day Agenda

This workshop can also be delivered in one-day, half-day, and 1–2-hour formats



Below is a recommended two-day agenda. **Each session is fully customized during the needs assessment process** to equip your team with the practical skills needed to become confident and successful negotiators.

Day One

8:30 AM Introduction and Purposes – Presentation and Group Discussion

10:00 AM Assumptions and Paradigms – Interactive Exercise and Debrief

12:30 PM Lunch

1:30 PM Defining Success in Negotiation – Presentation

2:15 PM The Contract Negotiation – Structured Preparation Session, One-on-One Role-Play, and Debrief

4:15 PM Key Lessons and New Questions

4:30 PM End of Day One

Day Two

8:30 AM A General Strategy for Negotiation – Presentation and Group Discussion

10:00 AM The Partnership Dispute – Two-on-Two Role-Play

12:30 PM Lunch

1:30 PM Application to 'Live' Negotiations

2:30 PM Dealing with Difficult Negotiators – Presentation and Role Play

4:00 PM Putting It All Together – Going Forward and Personal Action Plans

4:30 PM End of Workshop

Workshop Fees & Deliverables

1-2 Hour Workshop Fee

Group size: 4-100+

Includes: Pre-program needs analysis meeting(s) to customize the training

Client provides training space

Toronto & GTA: \$5,000 + HST
Outside GTA: \$6,000 + HST *
United States: USD \$6,000 + HST *
Virtual: \$4,500 + HST

Optional: Delivery and materials in French \$500

Half-Day Workshop (4 Hours)

Group size: 4-100+

Includes: Pre-program needs analysis meeting(s) to customize the training

Client provides training space

Toronto & GTA: \$6,750 + HST
Outside GTA: \$7,500 + HST *
United States: USD \$6,000 + HST *
Virtual: \$6,000 + HST

Optional: Delivery and materials in French \$500

One-Day Workshop

Group size: 4-100+

Includes: Pre-program needs analysis meeting(s) to customize the training

Client provides training space and catering.

Toronto & GTA: \$9,000 + HST
Outside GTA: 9,500 + HST *
United States: USD \$8,000 + HST *
Virtual: \$8,000 + HST

Optional: Delivery and materials in French \$500

Two-Day Workshop

Group size: 4-100+

Includes: Pre-program needs analysis meeting(s) to customize the training

Client provides training space and catering.

Toronto & GTA: \$14,500 + HST
Outside GTA: \$16,000 + HST *
United States: USD \$14,000 + HST *
Virtual: \$12,500 + HST

Optional: Delivery and materials in French \$500

Optional: Additional trainer + up to 10 more participants \$6,000

Our Recent Clients (2021–2024)

- Atkins Realis
- Bradken
- Brookfield
- Bruce Power
- Canadian Bar Association
- Canadian Tire
- CBC TV & Radio
- Canadian Investor Protection Fund
- CPA Canada
- Daoust Vukovich LLP
- Deloitte
- Equiton
- Farm Credit Canada
- Fidelity
- Global Affairs Canada
- Honda Canada
- Interac
- Kellanova
- Loblaw Companies Inc.
- McCain Foods
- Metrolinx
- MMW LLP
- Municipal Property Assessment Corporation
- Ontario Ministry of Education
- Ontario Ministry of Community & Social Services
- Ontario Power Generation
- OMERS
- Royal Bank of Canada
- Stryker Corporation
- TD Canada Trust
- University of Toronto
- Willms & Shier Environmental Lawyers LLP



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