

# BridgeNego — Training Catalogue

## *Engineering relationships and decisions*

7 programmes · Foundation to expert level · In-house & open enrolment

### NEGOTIATION PATHWAY — 3 PROGRESSIVE LEVELS

#### L1 — Foundation

### The Art of Negotiation — Foundation Level

🕒 2 days (14h) · 👥 All staff · ✓ Prerequisites: None

#### Objectives

- Understand the fundamental mechanics of negotiation
- Distinguish between interests, positions and needs
- Prepare and conduct a straightforward negotiation
- Reach a mutually satisfactory agreement

**Format:** In-person — theory inputs, role-play scenarios, structured debriefing

Negotiator's stance · Interests vs positions · BATNA / ZOPA · Role-play exercises

#### L2 — Intermediate

### Negotiation — Intermediate Workshop

🕒 2 days (14h) · 👥 Managers, project leaders, team · ✓ Prerequisites: Level 1 or equivalent experience

#### Objectives

- Master advanced negotiation tactics
- Handle multi-party negotiations and coalition dynamics
- De-escalate deadlocks and high-tension situations
- Analyse and adapt your strategy in real time

**Format:** In-person — intensive workshop format, complex case studies, individual feedback

Advanced tactics · Multi-party dynamics · Breaking deadlocks · Real-case analysis

#### L3 — Expert

### Negotiation — Influence & Mastery

🕒 3 days (21h) · 👥 Senior executives, experts · ✓ Prerequisites: Level 2 completed

#### Objectives

- Exercise ethical influence in high-stakes contexts
- Integrate cultural dimensions (honour, face, dignity cultures)
- Develop a confident negotiating leadership style
- Lead strategic, multi-level negotiations

**Format:** In-person — high-level simulations, individual supervision, field experience debriefs

Ethical influence · Cultural dimensions · Leadership · Complex negotiations

### Relationships

#### Conflict Management in the Workplace

🕒 2 days (14h) · 👥 Managers, HR, teams · ✓ Prerequisites: None

##### Objectives

- Identify the sources and dynamics of workplace conflict
- Apply mediation and de-escalation techniques
- Turn tensions into opportunities for constructive dialogue
- Prevent escalation and rebuild working relationships

**Format:** In-person or remote — inputs, case studies, mediation practice exercises

Mediation · Non-violent communication · De-escalation · Third-party stance

### Communication

#### Argumentation & Public Speaking

🕒 2 days (14h) · 👥 Executives, teams, project owners · ✓ Prerequisites: None

##### Objectives

- Build a structured and impactful argument
- Persuade in public and in front of demanding decision-makers
- Manage the stress of speaking in professional situations
- Respond effectively to objections and pushback

**Format:** In-person — speaking workshops, video recording, individualised feedback

Applied rhetoric · Stress management · Handling objections · Professional storytelling

### Team

#### Improving Collaboration at Work

🕒 1 day (7h) · 👥 Teams and project groups · ✓ Prerequisites: None

##### Objectives

- Identify barriers to cooperation within teams
- Activate the levers of collective intelligence
- Strengthen trust and team cohesion
- Establish sustainable collaborative work rituals

**Format:** In-person — team-building format, facilitation tools, collective action plan

Collective intelligence · Cohesion · Facilitation · Team rituals

### Method

#### Agile Project Management

🕒 2 days (14h) · 👥 Project managers, teams · ✓ Prerequisites: None

##### Objectives

- Understand the values and principles of the Agile Manifesto
- Master the fundamentals of Scrum and Kanban frameworks
- Adapt agile methods to public and private sector environments
- Lead and monitor a project in iterative mode

**Format:** In-person or remote — sprint simulations, agile tools, hands-on project practice

Scrum · Kanban · Sprints & backlogs · Iterative management

**All programmes are customisable and available as in-house training.**

Professional development plans subject to conditions. Lead trainer: Mohamed El Hazzat, senior consultant in negotiation and project management.

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