

## Training Ideas for Volunteers with Governance Responsibilities

### 7. Workshop “Negotiation Management” in Oberwesel, Germany

**19<sup>th</sup> June – 22<sup>nd</sup> June 2013**

Participants	Country / Organisation
1. Mr Heinz Diehl Mrs Inge Lösch	Kolpingwerk Diözesanverband München und Freising, Germany
2. Mrs Magdalena Morelowska Mrs Beata Gorycka	Zwiazek Centralny Dziela Kolpinga w Polsce, Poland
3. Mrs Monica Munteanu	Kolping Romania, Romania
4. Mrs Judit Hudson Mrs Károlyné Simon	Magyar Kolping Szövetség, Hungary
5. Mrs Kateřina Erdingerová Mr Michael Kubik	Kolpingovo dilo České Republiky; Czech Republic
6. Mrs Daniela Stehlik	Kolpingwerk Europa, Köln, Germany

Date	Activities
<b>19<sup>th</sup> June 2013</b>	<b>1<sup>st</sup> Workshop Day (Coordinators only)</b>
Minutes	See additional minutes
<b>20<sup>th</sup> June 2013</b>	<b>2<sup>nd</sup> Workshop Day</b>
Morning: continuation of the meeting of coordinators	See additional minutes
Introduction of the participants	Interviews in pairs with a focus on four questions: <ul style="list-style-type: none"> <li>- Role and function in the Kolping society</li> <li>- Hobbies</li> <li>- Expectations regarding this workshop</li> <li>- Own example for a successful negotiation</li> </ul> Short exercises: Mongolian Hut (yurt) and Gordian knot Presentation of the program
Introduction to Negotiation	NASA simulation game The aim of the exercise was to rank 15 items to take along after a crash landing on the moon. In the beginning, all participants chose their own sequence. Afterwards they “negotiated” in small groups a joint ranking – and decided who will represent the group

	<p>in the big group.</p> <p>Finally the last ranking was discussed among three representatives of the small groups. Aim was NOT to find the best solution (for survival on the moon) but to differ least between the first and the third ranking.</p> <p>Afterwards the group provided feedback for the negotiators and talked about principles.</p>
Walk through the vineyard	After dinner some participants made a short hike through the vineyards.
<b>21<sup>st</sup> June 2013</b>	<b>3<sup>rd</sup> Workshop Day</b>
Energizer	<p>Ball game</p> <p>Participants stand in the court yard of the castle in a circle and first one ball was thrown so that each participant caught it once. Afterwards a second ball with a different sequence was introduced – and then the participants had to handle two balls parallel.</p>
Theoretical input	<p>Two short videos where shown:</p> <p>On perception:  <a href="http://www.youtube.com/watch?v=voAntzB7EwE">http://www.youtube.com/watch?v=voAntzB7EwE</a></p> <p>Introduction to the Harvard concept :  <a href="http://www.ted.com/talks/lang/en/william_ury.html">http://www.ted.com/talks/lang/en/william_ury.html</a></p> <p>(With subtitles in many languages!)</p> <p>Afterwards in a presentation the main principles of the Harvard Concept was introduced and discussed. Some participants added their own experiences.</p>
Negotiation topics in our associations	Participants collected and presented the topic leading to negotiations in their associations. Certain topics are discussed in all or some associations, other topics are very specific to only one association. The most important common negotiations are connected to structures and constitution.
Task for the next day	The participants were divided in groups – two represented local associations / two the national level. All groups had the task to prepare arguments (for or against) raising the membership fee. They also had the task to broaden the discussion field (not focusing only on the money).
Excursion	<p>We went on a boat trip through the UNSECO world heritage site upper middle Rhine valley and visited Boppard.</p> <p>After returning to Oberwesel some participants went along the old city wall of Oberwesel.</p>
Castle stories	After a barbecue we had a fire and the participants told castle stories from their countries.
<b>22<sup>nd</sup> June 2013</b>	<b>4<sup>th</sup> Workshop Day</b>
Energizer	This morning we repeated the ball game – with tree balls at the same time. We also repeated the trust building exercise from the

	first day: Mongolian hut (Yurt).
Role play	In two groups the negotiation went on between the local and national representatives regarding membership fees. The other participants watched and provided feedback on various levels (non-verbal and verbal communication, detected negotiation strategy)
YING/YANG	Three groups fought in different stages about the biggest gain and common interest. Short reflection on the impact of written and verbal communication.
Evaluation	Feedback tree and farewell