

THE EC LEARNING PATH FOR NEGOTIATORS DEVELOPPED AND DELIVERED BY ESSEC IRÉNÉ

Since 2004, ESSEC IRENE has developed for the European Commission a **tailor-made learning path** to enhance EC negotiators' skills, to offer them not only initial learning courses but also lifelong learning and development, together with occasions to share best practices.

This new programme was launched in 2005. Since then, **over 800 high-ranking officials** have attended ESSEC IRÉNÉ's trainings in Brussels and Luxembourg.

In 2009, the European Commission asked ESSEC IRÉNÉ to expand the existing curriculum with a series of **Advanced Negotiation Seminars**.

OBJECTIVE

The objective of these seminars is two-fold:

- To equip European Commission officials with negotiation techniques and prepare them to address complex negotiations;
- To build up a network of European negotiators, who can exchange best practices.

METHODOLOGY

Participants work on practical simulations that they are asked to prepare, to role-play with their colleagues, in pairs or in teams, and finally to debrief with the instructors. These practical simulations were adapted or created with a focus on EC issues. They are complemented with the corresponding theory during the debriefings.

Through these different steps and other exercises, participants analyze their own behaviour as negotiators, and progressively develop a more efficient personal method.

ESSEC IRÉNÉ'S CURRICULUM TEAM AT THE EC

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