

Scotwork⁽ⁿ⁾ negotiation

Real-Deal Negotiation

Negotiation Skills Training

ANS (Advancing Negotiation Course)
and

VANS (Virtual Advance Negotiation Course)

Giving your business the skills and tools needed to be more assertive, profitable and successful whilst building relationships

The World's Number ONE Negotiating Skills Training

Statistics
we are
proud of...



13X

90 DAY RETURN ON
INVESTMENT



95%

PERFORMANCE
IMPROVEMENT



300K

SATISFIED PARTICIPANTS



40+

44 YEARS EXPERIENCE



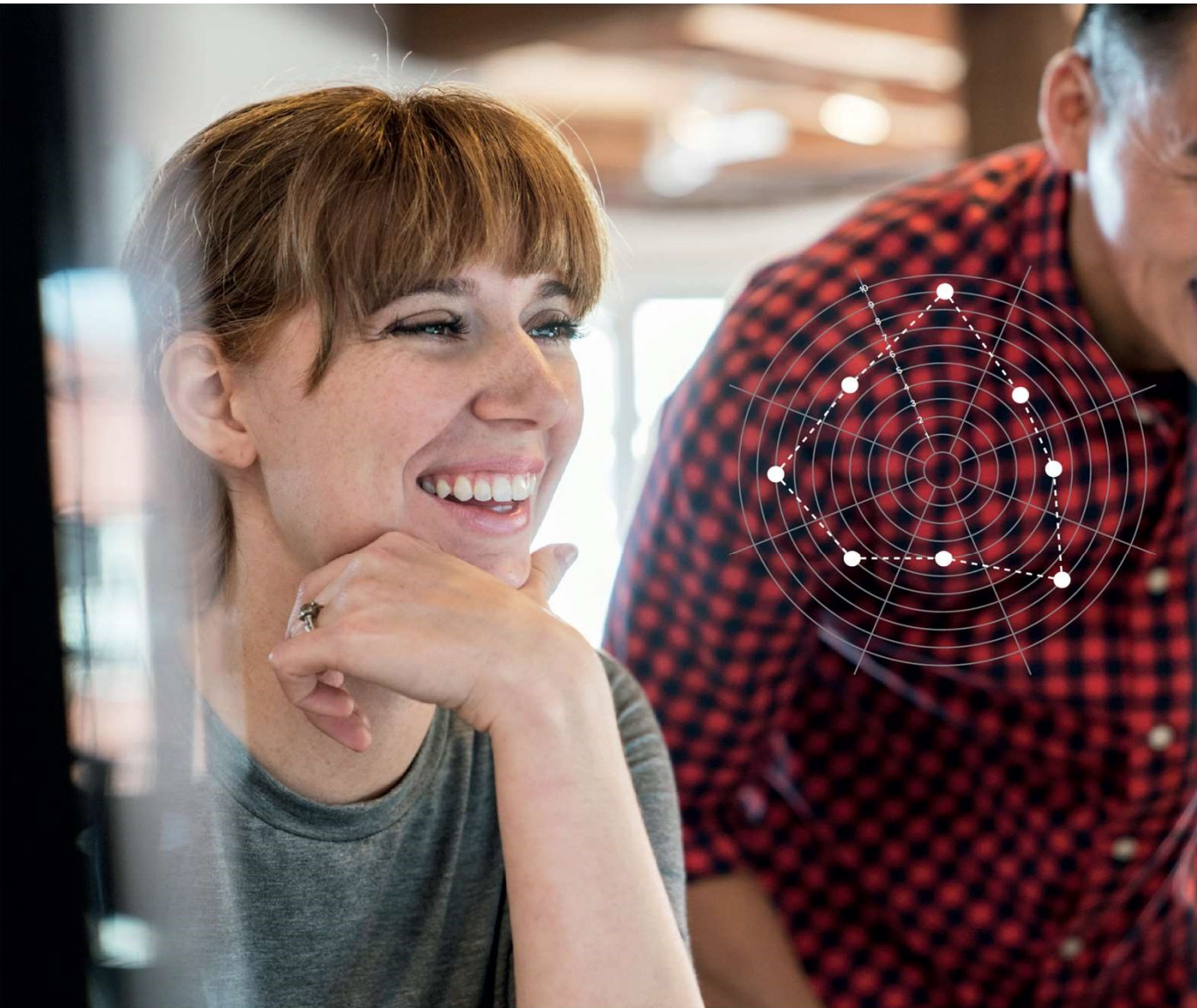
99.2%

RECOMMEND SCOTWORK



40

OFFICE LOCATIONS AND
26 LANGUAGES



GIVE YOUR NEGOTIATORS THE POWER OF SELF- IMPROVEMENT

THE NEGOTIATING PROFILE: THE FIRST STEP TO SELF-DISCOVERY

The Negotiating Profile starts your negotiators on a path of personalised learning and self-improvement. Results from the online survey give them an instant, individual snapshot of how confident they are in their negotiating abilities. It pinpoints areas of highest and lowest confidence, highlights priorities for improvement and creates the foundation for a personalised skills development plan. It helps negotiators to overcome their limitations and capitalise on their negotiating strengths.

The Negotiating Profile is a key part of Scotwork's personalised negotiation skills training framework and is based upon our extensive research into negotiation behaviours. Ultimately, its outputs give your negotiators the self-awareness and self-control to become stronger, more resilient deal-makers.

Start Here →

Scotwork (n) negotiation®

MEASURE CONFIDENCE ACROSS THE 8 STEPS

SELF-ASSESSMENT BASED ON REAL NEGOTIATION SCIENCE

The Negotiating Profile takes the guesswork out of self-assessment. Its intelligent functionality is powered by Scotwork's in-depth understanding of the mechanics of negotiation and findings from years of ground-breaking observational research. Live studies of thousands of negotiations revealed common processes and techniques that bring success time after time. The Negotiating Profile applies these unique real-world insights to measure an individual's confidence across the Eight Steps of Negotiation.



Prepare



Argue



Signal



Propose



Package



Bargain



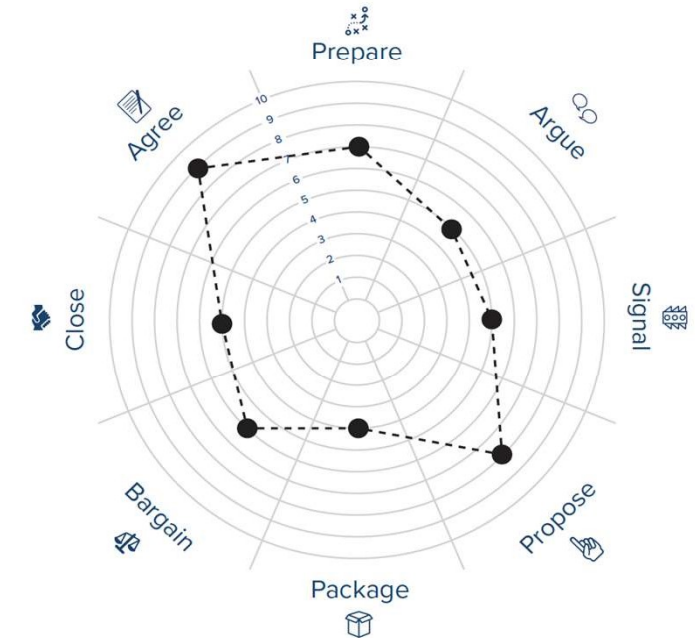
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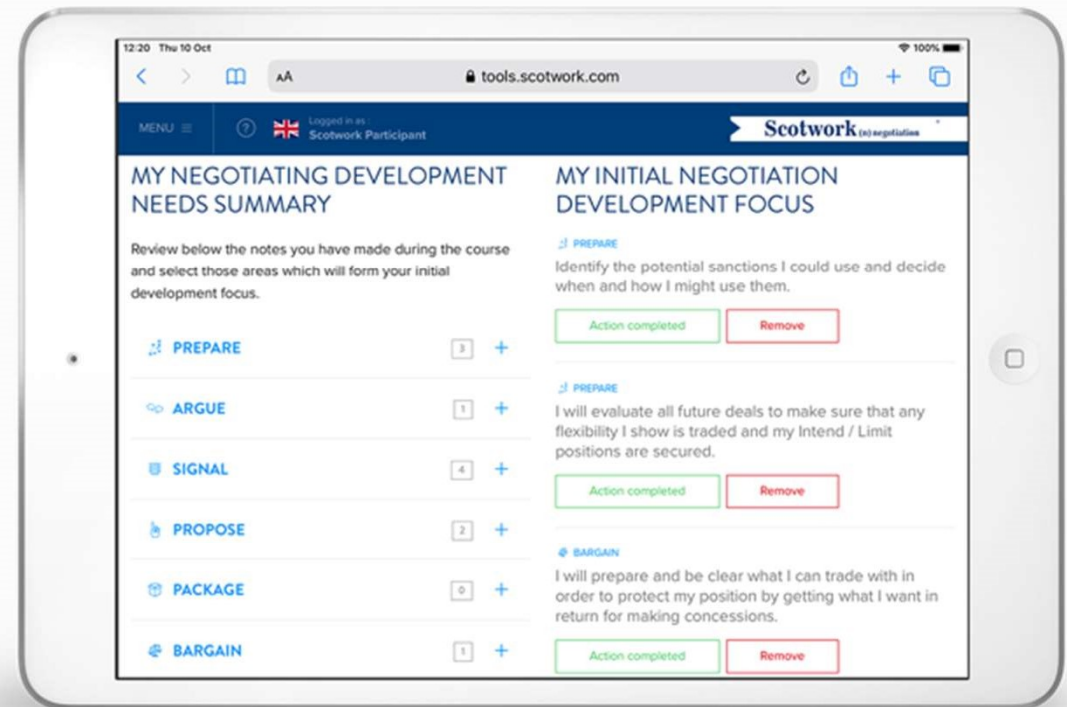
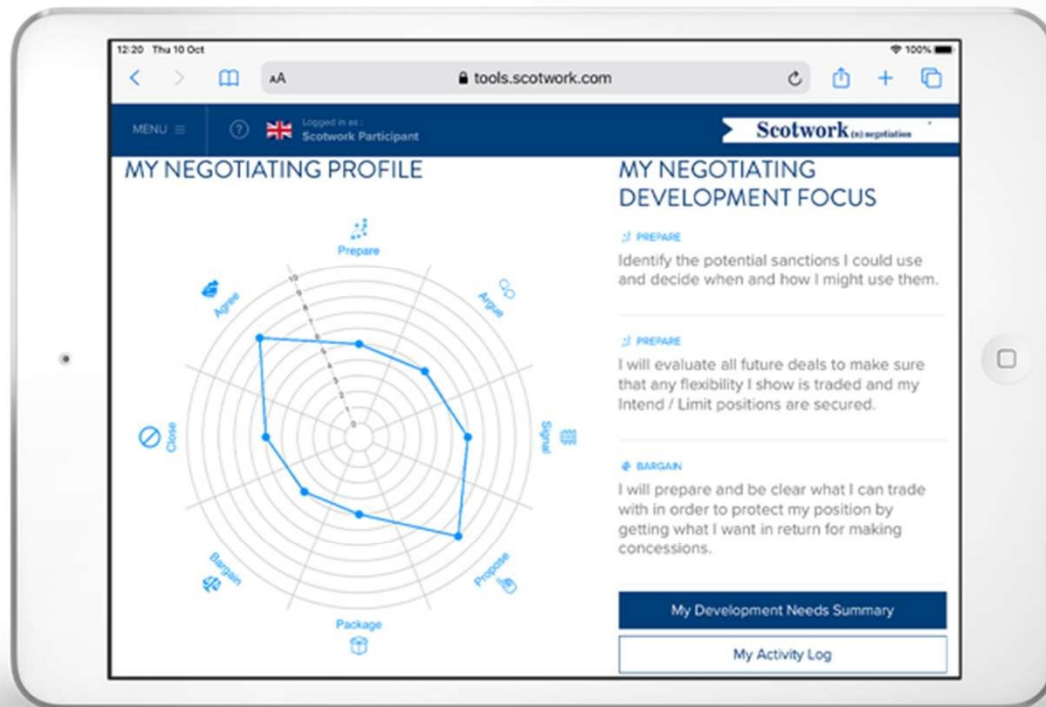
Agree

40 QUESTIONS THAT CREATE A PERSONAL CONFIDENCE PROFILE

Answers to the 40 multiple-choice questions generate a fully-personalised report within seconds. This depicts the negotiator's levels of confidence as a personalised spider-graph, an infographic 'finger-print' that scales confidence from 1 to 10 across each of the Eight Steps of Negotiation. For each step, the closer the profile line is to the outer circle of the spider-graph, the greater the negotiator's level of measurable confidence.



PDP (Personal Development Plan HOSTED ON THE TOOLBOX



DAY MODULE : – how it works?

Lectures - 30 minutes on process, techniques and best practice.

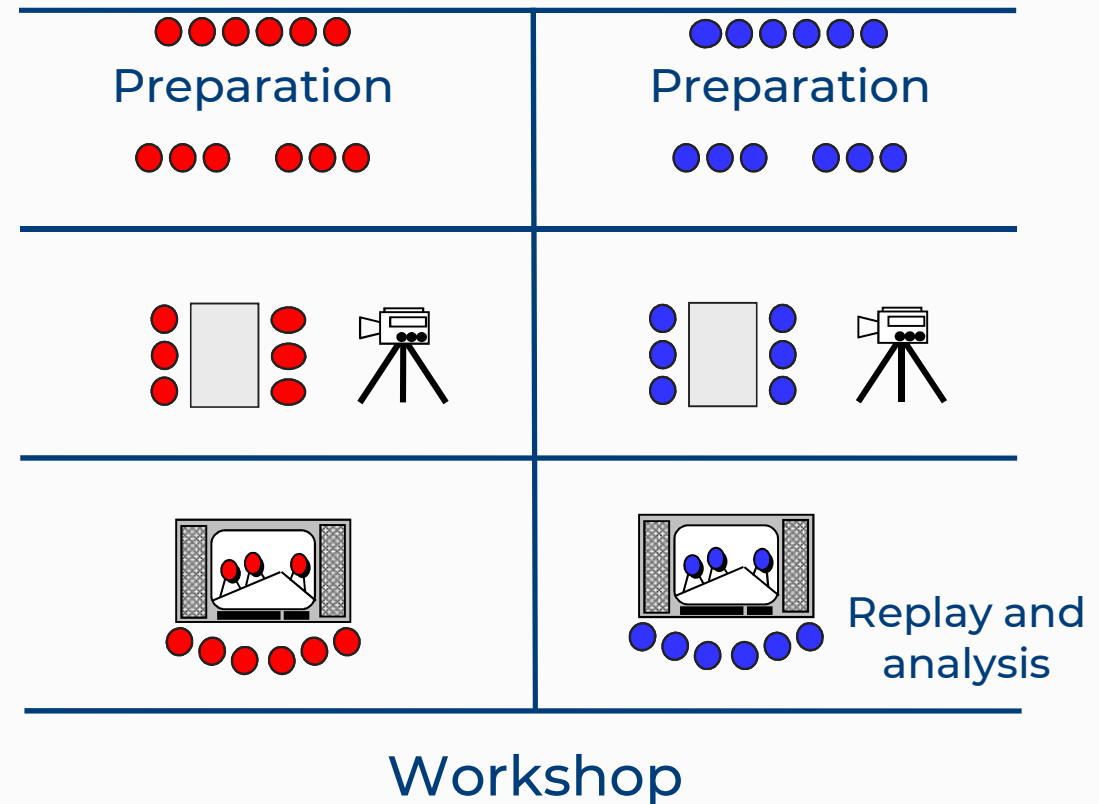
Cases - realistic relevant conflicts - Not role play (participants prepare and negotiate a solution as themselves.)

Case Preparation – four teams prepare their objectives, tactics strategy and team responsibilities using the Scotwork "Toolbox" platform. Typically one hour.

Case Play – live face to face bi-lateral negotiations in parallel and later multi-lateral negotiations around the same virtual table

Video Analysis – each group coached by one tutor. Feedback and coaching comes from the tutors. Each session last about 70 minutes.

Tutor Lecture Input





The learning points are dictated by participants

- Scotwork can deliver over 200 learning points
- The participants dictate the lessons based upon their behaviour as demonstrated in live cases.
- There is no escape from the video recording.
- Tutors reinforce the learning points by providing real-life examples.
- By raising examples in the participants' world they recognise the relevance of the new skills learned.
- Participants are excited by the prospect of using the skills in their business.
- There are ample opportunities to discuss real negotiations, one to one during the four days.

EMBEDDED LEARNING

Scotwork⁽ⁿ⁾ negotiation



We believe that **learning doesn't stop** when you leave the classroom.

We understand the importance of engagement **before, during and after** each course.

We achieve higher levels of transformation, embedding and ROI by using a system that turns a course into a **programme or learning journey**.

We support the **ongoing skills development** of all our alumni, with our extensive tool kit and optional follow-up too.

We have designed our tool kit to **apply and embed** the learning (process & skills) in a simple and highly practical way.

EMBEDDED LEARNING

STANDARD LEARNING SUPPORT PROVIDED AFTER THE TRAINING COURSE:



On and off-line course materials incl. 200 skill tips / proven techniques



Advice Line



ROI assessment at 3 months



Scotwork Digital Toolbox:

[Preparation Tool](#) / [Scotwork App](#) / [8-Step Consolidation Modules](#) / [Personal Development Plan](#) / [Resource Library](#) (Negotiation Videos, Course Materials, White Papers & Articles, eBooks)

ADDITIONAL SUPPORT OFFERED (at additional cost):



Webinar follow-up sessions

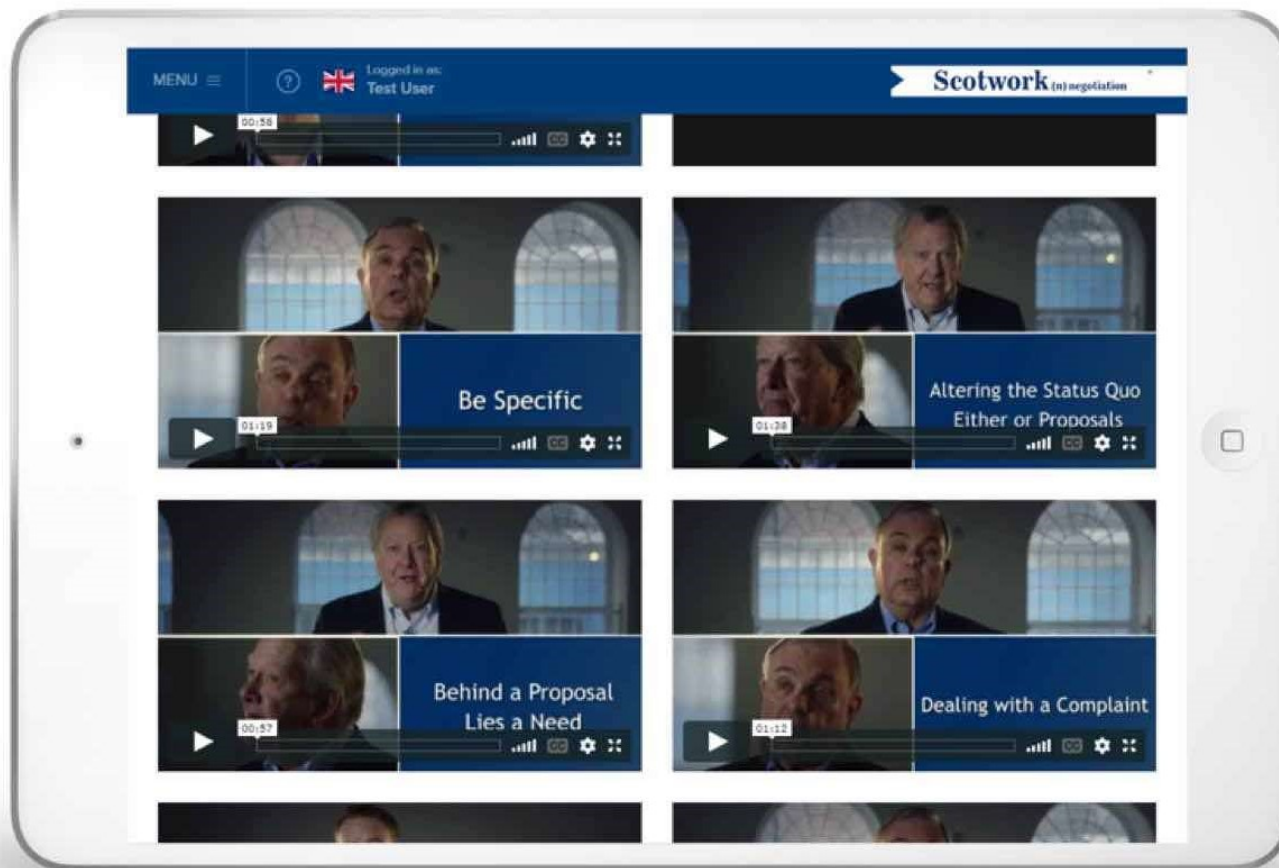


Follow-on Training Courses



Strategic Consultancy and tailored follow-up sessions

REVISIT THE LESSONS WITH THE SCOTWORK SKILL TIP VIDEO LIBRARY



EXAMPLE SKILL TIP VIDEO

<https://vimeo.com/57438526>

MODULE CONTENT

Each of the 8 Consolidation Modules have a similar format:

- The purpose of the step
- Some research findings about typical behaviour in the step
- A summary of the key topics covered on the ANS course
- Some questions designed to test users' knowledge and recall of the key topics for each step
- Some exercises to allow alumni to practise the skills learnt on the course
- Some model answers and **"Scotwork suggests"** where we give our advice and experience to guide users
- Access to relevant resources

RESOURCES

CHECKLISTS



VIDEOS



WHITE PAPERS



DOWNLOAD



E-BOOKS



“This is nothing like anything you’ve experienced before”

“As an ex alumni of Scotwork I was keen to put my team through the Advancing Negotiation Skills course but I was hesitant to do it virtually given the perceived downside of remote training. However I am delighted with the multimedia virtual programme that Scotwork provided and the resulting level of engagement and feedback from the team. There is already, in evidence, a change in behaviour that I am confident will deliver a significant return on our investment.”

Simon Thomas – Chief Financial Officer FIFA

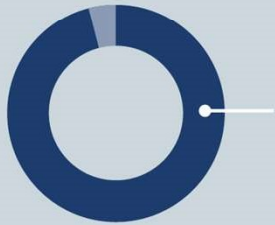
"Thanks to case studies relevant to real life and experienced trainers focussing upon our issues, this was one of the most effective trainings I have ever attended. The flow of the virtual Scotwork course is perfect and ensured the participation of the whole group”

Özlem Çağlar Acar - EMEA Risk Manager at Microsoft

“Negotiation training in a virtual mode initially sounded like a challenge. It was not a webinar but a 4 x half-day interactive session. It was extremely effective. We lived it intensely and my objectives were accomplished. The content, as expected, was very useful and interesting and technically the whole process ran smoothly. The Scotwork team are experienced professionals being able to deliver the course successfully. It was fun for all the participants and I strongly recommend any individual or team to do it ! ”

Vassilis Rabbat - Managing Director Xerox Hellas SA

OUR PARTICIPANT SURVEY REVEALS:



96%
Reported improved
negotiating performance



98%
Of line managers stated that
the investment was worthwhile



71%
Reported more satisfying
negotiations plus improved
levels of confidence



88.5%
Of line managers stated that
ALL objectives were achieved



99%
Would recommend
the course



96%
Of line managers stated that
the benefit was either increasing
or remaining constant

MAKING A REAL IMPACT WORLDWIDE

- Training delivered all over the world (in 105 countries and counting)
 - 150+ Consultants
 - 40 Local offices / teams
 - 25 Languages, including Bulgarian

Australia
Belgium
Brazil
Bulgaria
Canada
China
Colombia
Czech Republic
Denmark
Finland
France
Germany
Greece
Hong Kong
Hungary
India
Mauritius (Indian Ocean)
Indonesia
Ireland
Italy
Japan

Lebanon
Lithuania
Mexico
Netherlands
New Zealand
Norway
Poland
Reunion Island (Indian Ocean)
Romania
Russia
Singapore
Slovakia
South Africa
Spain
Sweden
Turkey
Ukraine
United Arab Emirates
United Kingdom
United States of America



CONSULTANT PROFILE

Name: Tchavdar Vaklev

Position: Lead Tutor &
Managing Partner

Languages: English,
French, Russian,
Bulgarian



Tchavdar has 30 years of professional experience in top multinational and local companies, working for blue chip companies as Nestlé, Colgate-Palmolive, Danone in France, Belgium and 9 Balkan/Adria countries (Slovenia, Croatia, Bosnia and Herzegovina, Serbia, Montenegro, Albania, Kosovo, Macedonia, Bulgaria). He has 15+ years in FMCG being Sales Manager, Trade Marketing Manager, Business Development Manager, MFSTL, Country Manager, Regional Key Account Manager and also more than 12 years as General Manager in Greek and French companies - General Manager for Nikas Bulgaria & Macedonia and General Manager for Chèque Déjeuner Bulgarie.

During his career, Tchavdar gained solid on-the-job and off-the job experience in B2B, B2B2C, sales, marketing, distribution, trade marketing, key account management, general management, training, coaching, services, employee benefits, incentives & rewards, vouchers & cards, business expansion, negotiations, acquisitions, innovations, digital transformation & digital solutions.

Tchavdar holds a Master of Science degree in Civil and Military Engineering from High Technical Military School of Sofia, a Master of Science degree in International Economic Relations from University for National and World Economy in Sofia, a Master of Science degree in Marketing and Management and Post Graduated MBA French diploma D.E.S.S., type C.A.A.E. from University of Nice, France.

CONSULTANT PROFILE

Name: Dobromir Minkov

Position: Lead Tutor &
Managing Partner

Languages: English,
Russian, Bulgarian



Dobromir has almost 20 years of broad professional career started in the energy business with Shell Gas Bulgaria, part of the Royal Dutch/Shell Group, where he supervised diverse industrial projects throughout the country. Then he spent 4 years as a Division Manager of Oil, Gas and Chemicals Services for SGS Bulgaria, an affiliate of the Swiss-based SGS S.A., the world leader in inspection and certification.

Since 2007, Dobromir has been Senior executive search Consultant in Stanton Chase Bulgaria. Nowadays, he is also Managing Partner of Stanton Chase Sofia and Executive Mentor for the Industrial, Natural Resources and Energy sectors at Stanton Chase.

Dobromir holds a Master of Science degree in Petroleum Engineering from the University of Mining and Geology, Sofia and a Master of Business Administration degree in Financial Management from the City University of Seattle in Bulgaria.

Dobromir is certified coach based on the methodology of the famous Canadian coaching company Erickson Coaching. He has developed the Executive Mentoring service in Stanton Chase Bulgaria on the Bulgarian market.

Contacts

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