



Association of International  
Energy Negotiators

November 18 - 20, 2025

# Negotiation Skills Workshop

Kempinski Hotel Gold Coast City  
Accra, Ghana





## Workshop Program

### Tuesday, November 18, 2025

**08:00 - 09:00 Registration and Arrival Coffee**

**09:00 - 09:45 Introductions and Program Overview**

**09:45 - 10:45 Introduction to Negotiations**  
This session will examine some of the human elements that form an effective negotiator, including mental models, human nature traits and individual conflict management styles.

**10:45 - 11:15 TK Exercise**  
In this session each attendee will identify their conflict management style(s). The session will include a presentation, discussion and Q&A.

**11:15 - 11:30 Coffee Break**

**11:30 - 12:30 Negotiation: The “Theory” Strategy and Tactics**  
This session will review some of the commonly accepted negotiation theories in practice today. It will review BATNA, strategies and discuss negotiating tactics.

**12:30 - 13:30 Lunch**  
Papillon Restaurant

**13:30 - 14:00 “I Want it All” Exercise**  
This session includes a negotiation exercise to establish a consortium to acquire a Production Sharing Contract. The session will include a presentation, discussion and Q&A.

**14:00 - 15:15 Effective Negotiations**  
This session will review some of the traits and tools employed by effective Negotiators. Since preparation is often the key to a successful negotiation, this session will examine the ‘tools’ available to the Negotiator in preparation for a negotiation, including the negotiation process, planning, use of model form agreements, etc.

**15:15 - 15:45 Coffee Break**

**15:45 - 16:15**

**How to Handle the ‘Gold Digger’ Exercise**  
In this session attendees will take part in a negotiation exercise to renegotiate a drilling rig contract. The session will include a presentation, discussion and Q&A.

**16:15 - 17:45**

**Team Dynamics and Negotiation with Internal Management**  
This session will examine the dynamics of negotiating as part of a team, within the team structure and against another team.

**17:45 - 18:00**

**Questions, Discussion, Summation**

**18:00 - 19:30**

**Networking Reception**  
Stafford Room Foyer

### Wednesday, November 19, 2025

**08:00 - 09:00 Arrival Coffee**

**09:00 - 09:15 Introductions and Review of Objectives**

**09:15 - 11:15 International Negotiations: Cross Cultural Impacts on Negotiations**  
This session will examine the influences of and overcoming the barriers raised by negotiations between individuals from different cultural backgrounds. Time will be spent on cultural influences on negotiations and decision making.

**11:15 - 11:30 Coffee Break**

**11:30 - 12:15 “Moving the Mootoos” Exercise**  
This session includes a Corporate Social Responsibility (CSR) negotiation exercise. The session will include a presentation, discussion and Q&A.

**12:15 - 12:30 Cross Cultural Negotiations: Final Thoughts**

**12:30 - 13:30 Lunch**  
Papillon Restaurant



## Workshop Program

### Wednesday, November 19, 2025 (continued)

**13:30 - 14:30 Ethics, Integrity and Principled Negotiations**  
This interactive session will examine the legal constraints and ethical pressures, including anti-corruption laws like the U.S. Foreign Corruption Practices Act, which confront the negotiator in international negotiations. In addition to reviewing legal ethical considerations, the session will review the need for a negotiator to maintain a high degree of integrity and to engage in principled negotiations. Techniques to deal with real or perceived corruption or lapses in ethics or integrity will be discussed.

**14:30 - 15:30 Negotiating with Difficult People**  
This interactive session will examine some techniques for dealing with difficult people and issues.

**15:30 - 15:45 Coffee Break**

**15:45 - 16:30 "Tiger Oil's Forgotten Lease" Exercise**  
This is a single-issue negotiation where you focus on your BATNA and anticipate the other side's BATNA.

**16:30 - 17:00 Welcome to "Bolango" - Introduction to the All-Day Negotiation Game**  
Small breakout groups will be formed to negotiate agreements in the island state of Bolango, a "Negotiation Skills Game".

**17:00 - 17:15 Questions, Discussion, Summation**



### Thursday, November 20, 2025

**08:00 - 09:00 Arrival Coffee**

**09:00 - 09:30 Play "Bolango" - A Negotiation Skills Game**  
Attendees will be introduced to Bolango and any questions about the game will be answered.

**09:30 - 11:00 Play "Bolango" - Break-up into Teams**  
Attendees will organize into teams and proceed with the Bolango Game.

**11:00 - 11:15 Coffee Break**

**11:15 - 11:30 Progress Check**  
All teams reconvene to check that each team is progressing through the game.

**11:30 - 12:30 Continue to Play "Bolango"**

**12:30 - 13:30 Lunch**  
Papillon Restaurant

**13:30 - 15:00 Continue to Play "Bolango"**

**15:00 - 16:30 Teams Report Results of "Bolango"**  
Attendees will discuss the teamwork, originality and the negotiation skills issues they have encountered.

**16:30 - 17:00 Review and Conclusion of Workshop**

*AIEN reserves the right to change the program and speakers unannounced at any time. All sessions will be held in the Stafford Meeting Room at the Kempinski Hotel unless otherwise noted.*

