



HARVARD
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Frontline Associates
REACHING ACROSS THE DIVIDE

Executive Course on Leading Complex and High-Stakes Negotiations

- TEAM PACKAGE -

Purpose of this Note

Confronted with complex and high-stakes challenges, organisations increasingly negotiate through teams rather than solo practitioners. Strategies emerge from collective analysis, senior management coordinates engagements across functions, and negotiation often takes place in multiple locations at the same time.

Responding to this new reality, this note presents a dedicated participation offer for organisations wishing to enrol two to five colleagues in the *Executive Course on Leading Complex and High-Stakes Negotiations*. The note is intended to support internal discussion and management approval by outlining the value of team participation, the additional services reserved for registered teams, the applicable fees, and the opportunities for follow-up support.

About the Executive Course

The *Executive Course on Leading Complex and High-Stakes Negotiations* is a five-day online programme jointly delivered by the Harvard Humanitarian Initiative and the Frontline Associates Training Centre. Held from 19 to 23 October 2026, the course combines 20 hours of live executive instruction, practical case exercises, collaborative workshops, and an immersive negotiation simulation. Participants strengthen their ability to lead complex negotiations while exploring how artificial intelligence can support responsibly professional judgement, team deliberation, and organisational workflows.

Why Team Participation?

Organisations achieve lasting capability when colleagues learn, practice, and implement together. Rather than supporting isolated professional development, the **Team Package** helps transform individual learning into coordinated practice.

The Team Package is designed to help organizations move beyond individual professional development by creating a shared negotiation capability that can be applied immediately to current operational challenges.

Team Participation Package

Standard programme includes:

- Twenty hours of live executive instruction
- Executive team-based simulation
- Harvard Humanitarian Initiative certificate
- Access to all programme Miro boards and learning materials
- Three months' access to the FATC Learning Journey
- Selected micro-courses and live tutorials
- Workflow Labs and practitioner focus groups
- Participative clinical debrief reviewing the Action Plan

Included Exclusively with Team Participation:

Dedicated Workflow Lab

Prior to or during the programme, participating teams engage in a dedicated *Workflow Lab* focused on their own negotiation and organisational environment. Working from a shared operational challenge, the session deconstructs how negotiations are currently planned, coordinated, and implemented across the team, examining roles, decision-making processes, information flows, and organisational constraints. The objective is to identify opportunities to strengthen collective preparation, deliberation, and implementation while establishing a common workflow that can be applied to future negotiations.

Executive Team Simulation

Unlike conventional simulations, participating teams engage as existing teams, rather than being assigned to mixed groups. Before the course, FATC will consult participating organisations to understand their negotiation context and operational priorities. These consultations inform the design of the executive simulation, ensuring that scenarios, stakeholders, and strategic dilemmas closely reflect the challenges participants encounter in their professional practice while respecting the confidential nature of their context. The executive simulation therefore becomes both a learning experience and a practical opportunity to strengthen how teams analyse, deliberate, and negotiate together.

Team Action Plan

Throughout the programme, participating teams develop a practical action plan tailored to their own organizational environment and negotiation challenges. Building on the insights from the *Workflow Lab* and the *Executive Simulation*, the plan identifies concrete initiatives to strengthen team coordination, negotiation workflows, and organisational capability. The *Team Action Plan* serves as the common framework of reference for the post-programme *Executive Clinical Debrief* and supports the implementation of agreed priorities within the organisation.

Executive Clinical Debrief

Several weeks after the programme, participating teams reconvene for an exclusive *Executive Clinical Debrief* to review the implementation of their *Team Action Plan* within their organisational environment. Building on the common framework established during the *Workflow Lab* and refined throughout the course, the session examines progress achieved, implementation challenges, and lessons learned from early application. Participants collectively reflect on how negotiation workflows, team coordination, and

decision-making have evolved in practice, identify adjustments where needed, and define priorities for the next stage of capability development.

Optional Organisational Advisory Session

For organisations seeking to extend the impact of the programme, FATC offers an optional advisory session following the *Executive Clinical Debrief*. Building on the team's experience and implementation outcomes, this discussion explores opportunities to strengthen organisational negotiation capability, including governance and decision-making processes, workflow design, responsible AI integration, simulation-based capability development, and executive facilitation for complex negotiations. The confidential session is intended as an exploratory conversation and may serve as the foundation for future advisory support tailored to the organisation's priorities.

Participation Packages

Participation Option	Programme Fee (USD)
Individual fee	1,999
Team of two members	3,333
Team of three members	4,333
Additional team members	+1,000 each

Application process

1. Please request an application form for your team. [Here is the link.](#)
2. Once accepted, Harvard University will provide an invoice for the entire team.
3. Once the payment is processed, team members will receive individual access to the course platform.
4. The organisers will contact the team leader to plan the exclusive activities.
5. All the members of the teams will receive a certificate from the Harvard Humanitarian Initiative.

Contact

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