Principle & Passage
Humanitarian Negotiation Programme

Three Day Humanitarian Negotiation Programme

A practical skills programme for humanitarian organisations

Prepare with purpose. Negotiate with curiosity.

Help staff prepare and conduct difficult negotiations using the Seven Elements framework, humanitarian principles and observable skills. Explicit teaching and demonstrations lead into short drills, precise feedback and repeat attempts before participants combine the skills in realistic humanitarian cases.

Who it is for Programme and operations managers, access and protection staff, country or area leadership, and local partner colleagues whose decisions shape negotiations. Recommended cohorts of 12 or 18 with one trained coach per six participants.

What participants practise Asking purposeful questions and checking understanding; comparing options and alternatives using relevant criteria; maintaining constructive boundaries; securing internal authority; negotiating independent partner contributions; and confirming commitments that colleagues can implement and hand over.

Day one Begin with a humanitarian dilemma, distinguish the framework's application in company and humanitarian negotiations, and use principles to judge acceptable outcomes. Practise inquiry, alternatives, criteria, listening and boundaries, including the local partner's own authority.

Day two Understand resistance, develop feasible packages and conditional proposals, read back commitments and repair agreements when contacts, conditions or staff change.

Day three Reteach and repeat priority skills, prepare mandates, combine the skills in an observed three-party negotiation, receive private developmental feedback and plan supported workplace practice.

Learning method Explain, demonstrate, practise, receive specific feedback, repeat and apply with changed information. Every participant takes lead turns. Local partners are independent negotiating parties in all three fictional cases.

Evidence and follow-through Individual profiles distinguish behaviour observed independently from behaviour achieved with prompting. A reasoned pause can be a sound result. Completion is developmental and does not certify operational readiness. Three 90 minute small-group clinics at weeks two, four and six support further practice when included in the agreed engagement.

Delivery and materials Three in-person days, 09:00 to 16:30, containing 18 learning hours; participant workbook; separate confidential role briefs; preparation and manager application tools. With 90 minutes of prework and three clinics, the structured participant commitment is 24 hours plus workplace application. Dates, adaptation, fees and follow-up scope are agreed with the commissioning organisation.

Next step A scoping conversation identifies the priority behaviours, cohort, relevant policies and opportunities for application.