

GENERAL TERMS & CONDITIONS

“Becas Santander Skills | Negotiation Programme”

I. Objectives

London School of Economics and Political Science, with the financial support of Banco Santander, S.A., has developed the “**Becas Santander Skills | Negotiation Programme**” (“the Programme”) which will be oriented to professionals who are interested to immerse in a six-week, modularised online learning and development programme focused on the development of negotiation skills as part of their leadership journey.

II. Recipients and Nature of the course

This online programme, taking place from September of 2023 to October of 2023, is a unique opportunity to build a diverse community of aspiring leaders, who are looking to progress into management and upper management positions.

The number of places that will be offered are 125 per edition of the programme.

Participants will experience a highly-engaging learning programme and develop a strong community through which to collaborate, extend and build their career and networks going forward well beyond the formal learning programme itself. The course is organised in 6 weeks of modularised learning content.

The Programme is designed for professionals who have an interest in developing their skills at bargaining and negotiation and wish to become more influential, persuasive and impactful. The skills taught are applicable to individuals at any level of an organisation and across a broad range of industries and business functions. The practical skills, strategies and tools gained over the duration of this course will benefit you and your career for years to come.

This is a unique opportunity for professionals with commitment to their learning and development as leaders, to connect and learn with other professionals around the world in an online virtual community and to develop negotiations skills as a core leadership competence as a foundation for excellence and impact as leaders in your communities and organisations in future.

Participants who are successful in their applications will receive a full scholarship to participate which includes waiver of fees for the programme. Participants who successfully complete the programme may also benefit from ongoing informal learning and development opportunities through the Negotiation Programme Alumni Network.

This 6-week course equips professionals with the theoretical frameworks, expert insights and practical negotiation techniques. Participants will benefit from:

- Gain a toolkit of tried and tested techniques they can use in any negotiation, and the confidence to use them effectively
- Understand and enhance your personal negotiation style, learning how to analyse, plan and manage negotiations successfully
- Explore strategies to resolve conflict during a negotiation, and strengthen business relationships
- Explore the impact of subconscious bias, culture and nonverbal communication in a negotiation
- A personal development plan to capture learning, feedback and skills gained throughout the course.

The Programme is composed of six (6) modules (hereinafter, “Modules”). Each Module is released weekly, allowing a flexible but structured approach to learning. Participants will be supported as they engage in individual activities and multi-party discussions. Participants will commit 7-10 hours per week. The programme will be carried out in English and will be delivered online.

Live online negotiation sessions form a key component of this course, providing the opportunity to apply the theory they will learn and gain feedback. These last between 90 minutes and 2 hours.

Module 1: Essential concepts of negotiation

Discover the fundamental concepts associated with distributive (*aka* win-lose) negotiation, and familiarise with theories such as target point, reservation point, BATNA (best alternative to a negotiated agreement), and biases, and how you can use these to enhance your business impact.

Module 2: Negotiation strategies

Focusing on negotiation strategy, they will explore integrative negotiation, and other strategies that can be used to create and maximise shared value. They will learn to use practices such as packaging and unbundling issues, and will engage in a live one-on-one negotiation

Module 3: Principled negotiation

Identify different styles of negotiation, and discover how to negotiate and a specific style. Using this knowledge, they will learn to use different styles of negotiation, and to tailor the negotiation style to achieve results in a negotiation. They will also learn about the positions, principles and people problems associated with principles of negotiation.

Module 4: Creativity and emotions in negotiation

Explore the roles of creativity, emotions, and mood in negotiation, while participating in a live multi-party negotiation. Reflecting on feedback from their live negotiation, and reviewing the performance of their peers, they will optimise the negotiation abilities with diverse and expert insights. They will also learn how to plan and prepare for a negotiation for maximum impact.

Module 5: Culture, power, and influence in negotiation

Discover the effects of cross-cultural differences and power in a negotiation scenario, and learn how to use non-verbal communication, principles of persuasion and influence tactics to affect the outcome of a negotiation. They will use these techniques, and the knowledge they have already developed, to practice a live salary negotiation, and to take part in other forms of written, recorded or practical negotiations.

Module 6: The future of negotiation

Exploring future trends of negotiation, they will prepare for the future of negotiation in an increasingly digital and interconnected global economy. They will also explore the importance of communication channels, lie detection and ethical negotiation. At the end of this module, they will submit a personal development plan – crafted over the duration of the programme, with diverse and expert feedback – for final review.

III. Selection process

The London School of Economics and Political Science will review all candidates according to the assessment of skills and motivation, which will be carried out at the Santander Grants platform.

Admission requirements:

- To be older than 18 years old at the time of application.
- To be registered user in Santander Grants Platform (www.santander-grants.com) and apply to the Call of the Programme.
- To be a resident in the following countries: Spain, Portugal, UK, Germany, Poland, Mexico, Argentina, United States, Chile, Uruguay and Brazil.
- To be fluent in English (equivalent to a C1 level. No need certification)
- To complete the assessment test available at the link that you will find in your confirmation email from Becas Santander (hereinafter, the "Assessment Test"). This Assessment Test will consist of a set of tests to evaluate the competencies, skills and knowledge of the candidates.

Selection Criteria:

The selection of the Programme will take place in two phases.

Phase 1:

In this phase, and in order to be eligible for the second phase, candidates will be selected according to the following selection criteria:

- Comply with all the admission requirements.
- Results of the Assessment Test.

For **Phase 1** applications will be opened **from 20th April 2023 to 28th June 2023 at 23:00 GMT+1 (Madrid time zone)**.

Phase 2:

Those candidates that are selected to go through Phase 2, based on the results of the evaluation of Phase 1, will be notified by email on the **7th of July 2023** with the instructions and required documents that they will have to upload. These documents will be as follows:

- The Curriculum Vitae up to date.
- Motivational statement to undertake this Programme (350 words max)

For **Phase 2** those candidates that are selected have until **21st July 2023** at 23:00 GMT+1 (Madrid time zone) to upload the required documentation.

In order for places on the Programme to be allocated to participants, the LSE will confirm compliance with the selection criteria that are to be met by candidates. The LSE may also assess any other selection criteria that it deems appropriate in the event that demand for places from candidates exceeds the number available.

With a view to ensuring that the Programme will benefit from the greatest possible number of candidates, if the LSE believes at any time that the planned number of places is not going to be filled, it may decide to apply other criteria for obtaining a place on the Programme, and it may even extend the deadline by which candidates may apply.

In the event that, once the deadline has expired, some of the places allocated have not been accepted by candidates, the LSE will allocate these places under identical conditions to other candidates who meet the necessary requirements or additionally requirements that the LSE will consider with the aim that the places will not be deserted.

IV. Management

Registration via the website created to this end at www.becas-santander.com is an essential requirement for anyone wishing to obtain a place, and the allocation of places will be notified using the management system provided.

Applications for the programme are open for **phase 1 from 20th April 2023 to 28th June 2023 at 23:00 GMT+1 (Madrid time zone), and for phase 2 from 7th July 2023 to 21st July 2023.**

In addition, once the Participants have completed the Programme, the Participants will receive a communication through Santander Grants platform so that they can transmit their satisfaction with the Programme by means of a short questionnaire in test mode.

V. Allocation of places among candidates

The London School of Economics and Political Science will carry out the selection process for **phase 1 from 29th June 2023 to 6th July 2023**, and will inform the candidates on **7th July 2023** of whom has entered the second phase. Candidates will have **until 21st July 2023** to upload required documents. The selection process for **phase 2** will be carried out from **22nd July 2023 to 6th August 2023**, LSE will allocate the places to the candidates on **7th August 2023**, and it will not be possible to extend this deadline under any circumstances unless the LSE decides otherwise. Candidates who are notified that a place has been assigned will have **7 calendar days** to indicate their acceptance through www.becas-santander.com.

In the event that, once the deadline has expired, some of the places allocated have not been accepted by candidates, the LSE will allocate these places under identical conditions to other candidates who meet the necessary requirements.

Furthermore, in the event that demand for places from candidates exceeds the number available, the LSE may examine any other selection criteria that it considers appropriate.

VI. Taxation of the Programme

The corresponding tax regulations in force will be applied to the scholarships and, specifically, the provisions regarding Spanish Personal Income Tax and that on occasions could give rise to the practice of withholdings on account of the aforementioned Tax for part of LSE and the obligation for the beneficiary of the scholarship to include the corresponding amounts in their annual income statement (compliance with the fiscal obligations of the beneficiary of the scholarship will be their sole responsibility).

VII. Data Protection

The following is the basic information of the Privacy Policy applicable to the Programme available on Santander Grant platform www.becas-santander.com/en/legal/privacy.html:

The Data Controller is Universia Holding S.L ("Universia"), with postal address Ciudad Grupo Santander. Avda de Cantabria s/n, 28660, Boadilla del Monte (Madrid), España and contact details of data protection officer: dpo@universia.net.

As a consequence of the registration of the participants to the present Programme the basic purposes that affect them of the Privacy Policy are the following:

Purpose of processing	Legal basis
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Management of the User's registration on the platform and enjoyment of the Service	The performance of a contract put in place through acceptance of the General Conditions of Use of the platform.
<p>Transfer of data to Institutions and Promoters for proper implementation of the Programme:</p> <p>Universia transfers the personal data provided by users at the time of registration to this Programme to:</p> <ul style="list-style-type: none"> ▪ The Institution that has granted or must grant it the Programme: London School of Economics and Political Science ▪ The Promoter that has sponsored, promoted or financed it: Banco Santander S.A 	The performance of a contract put in place through acceptance of the General Conditions of Use of the platform and the terms and conditions of the Programme
Fulfilment of legal obligations	Compliance with the obligations imposed by law.

Users have the right to access their data, as well as to request the rectification of inaccurate data, the limitation of its processing, the portability of their data or, where appropriate, request its deletion when, among other reasons, the data is no longer necessary for the purposes for which it was collected, as well as not to be subject to automated individual decisions. Likewise, users have the right to withdraw their consent for the purposes for which it was given at any time.

Users may contact dpo@universia.net to exercise their rights or, where appropriate, by mail to Avda de Cantabria s/n, Santander Universidades, 28660 Boadilla del Monte (Madrid), Spain, providing proof of identity.

However, we recommend reading the Privacy Policy available on the Santander Grants platform (www.becas-santander.com/en/legal/privacy.html) for a better understanding.

VIII. Modification of Term and Conditions of the Programme

The fact of participate this Call for the Programme implies acceptance by the candidates of its Terms and Conditions, and its resolution, which will be final, as well as the waiver of any type of claim on any aspect stipulated in them, such as allocation, selection and admission criteria.

LSE and Santander reserve the right to modify or amend any of the Terms and Conditions of the Call of the Programme, partially or totally at any time, even suspend, postpone or cancel the Call if there's a sufficient, justified and objective reason with the purpose of preserving the social impact that LSE and Santander pursue with the present Call. In any case, LSE and Santander shall inform to the Candidates about the modifications, corrections or amendments made through the website www.santander-grants.com.