

*A joint initiative of ADN Group and the United Nations  
Institute for Training and Research (UNITAR)*

*Greetings to all,*

*We are proud to announce the launch of the Negotiation bulletin, a global monthly bulletin dedicated to negotiation in every sense of the term. The objective of this joint initiative, by the United Nations Institute for Training and Research (UNITAR) and ADN Group, is to raise awareness, in as many people as possible, of the stakes of tomorrow and to give insight into the problems we currently face. Each month we will cover a different subject from a negotiation point of view, benefitting from the meeting of minds of some of the world's leading experts. We will cover subjects as various as crisis negotiation, climate change, stress management, failure, intercultural, gender, major diplomatic achievements, terrorism, social conflicts, the daily life of frontline negotiators, resiliency...*

*The subject of this first bulleting is the role negotiation currently plays in the world and why it is so urgently necessary. This will naturally open the way for the other bulletins to come.*

*We hope you enjoy your reading.*

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The United Nations Institute for Training and Research (UNITAR) is the training arm of the United Nations, based in Geneva, Switzerland. The Institute trains, advises and supports all the Member States of the United Nations on the subjects of multilateral diplomacy, conflict prevention and restoration of peace, climate change adaptation, local and environmental governance, sustainable development and social inclusion. UNITAR also has an online learning platform and has training courses that are available to all.

[www.unitar.org](http://www.unitar.org)

ADN Group is an agency of professional negotiators based in Paris, France. Founded and directed by Marwan Mery, they accompany businesses, NGOs and government organisations in resolving complex situations that include critical cases, social conflict, commercial negotiations with high stakes and diplomatic relations. ADN Group works globally and offers operational support, training courses, conferences and assistance in complex negotiation and all related topics.

[www.adngroup.com](http://www.adngroup.com)

## THE URGENT NECESSITY OF NEGOTIATION

### AT FIRST THERE WAS A DISAGREEMENT. OUT OF THIS NEGOTIATION WAS BORN.

Since the beginning of time, people have been negotiating with varying degrees of success and have continued negotiating. Why, then, do we negotiate? Simply, because we do not agree. Conflict is nothing other than the expression of a disagreement. That is all. If a disagreement is not verbalised or expressed in some way then you are subjecting yourself to the other, which will create, at least, a minimum of frustration and powerlessness. If, however, you accept that the other person does not agree with you, without concealing your opinion, you consider the conflict to be legitimate, or even natural. The manner in which you personally manage the conflict will then only depend on one thing: your capacity to negotiate.

Contrary to popular belief, negotiation is not a *soft-skill*. Why do some succeed where others fail? Should we consider that their success was based on luck? Negotiation is a *hard skill*, just like law, medical studies or finance. If you cannot improvise being an accountant, you also cannot improvise being a negotiator. You can easily figure out where handing over a hostage-crisis to an inexperienced person will lead. Hoping for a peaceful agreement when a negotiation is being carried out by individuals with no technical skill won't get you very far.

### IN REALITY, NEGOTIATION IS BASED ON TWO IRREVOCABLE FOUNDATIONS: EXPERIENCE AND EXPERTISE.

Experience on its own doesn't mean much. The years of experience or number of negotiations carried out do not define a negotiator's value. It is what you learn from the experience that nourishes your intuition,

develops your adaptability and feeds your capacity for analysis. Learning from the experience is always far more important than the experience alone.

Experience is nothing without expertise. Dealing with a hypocritical individual, foiling an ultimatum, re-establishing an unfavourable balance of power, creating a connection of confidence with a difficult profile, detecting manipulations or even understanding the person you are speaking to real motivations cannot be improvised. On the contrary. And this is exactly what makes negotiation a *hard skill*.

### IN THE END, NEGOTIATION IS A “PEACEFUL WEAPON” THAT RESOLVES CONFLICTS OVER LONG TERM.

The objective for the creation of the United Nations in 1945 was to build a culture of peace using diplomacy, international negotiation and rule of law. The United Nations has since become a global system to settle international conflicts using peace agreements, promoting economic development, politics and Human rights. In a multilateral world, presided over by individual, national and collective interest, the directors of the UN use negotiation as an essential means of coming to an agreement that is satisfactory for all parties involved. Managing the COVID-19 pandemic and the ensuing consequences of it has clearly demonstrated the importance of negotiation to overcome the daily trials on a global scale. This also serves as a reminder that COVID-19 is nothing compared to what we are going to have to deal with in regards to global warming.

At the dawn of a new world, tossed about by difficulties and major opportunities, negotiation remains a light in the dark for us all.

### NEGOTIATION TIP

Try never to see conflict as something bad, only as the expression of a disagreement. Others have a right not to agree with you. By changing this paradigm, you will be able to meet conflict more calmly.