

GENERAL TERMS & CONDITIONS

Becas Santander Scholarships Women | Emerging Leaders - LSE

I. Objectives

The aim of the “**Becas Santander Scholarships Women | Emerging Leaders - LSE**” (“the Programme”) is to offer a unique opportunity to come together with a diverse community of women from around the world to immerse in a seven-week, modularised online learning and development programme focused on the development of negotiation skills as part of your leadership journey.

II. Recipients and Nature of the course

This online programme, taking place from **6th of October – 23rd of November, 2021**, is a unique opportunity to build together a diverse community of women typically between 5 and 12 years of work experience from around the world to immerse themselves in a modularised online learning and development programme focused on development of their potential as leaders.

Participants will experience a highly-engaging learning programme and develop a strong networked 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 into a 1+6 week format.

This seven-week course equips emerging female leaders with the theoretical frameworks, expert insights and practical negotiation techniques. Participants will gain:

- 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 seven (7) 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. Students will commit 7-10 hours per week.

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.

Orientation Module

This module will be specifically designed for this Programme by Dr Connson Locke and Dr Karin King.

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 an 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.

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 women with commitment to their learning and development as leaders, to connect and learn with other women 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 Emerging Leaders Alumni Network.

III. Selection criteria

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

Phase 1.

The London School of Economics and Political Science will review all candidates according to Becas Santander Application form and the Aon Assessment skills and motivation evaluation test, distributed by The Key Talent. In this phase, and in order to be eligible for the next phase of the registration process, candidates must comply with the following selection criteria:

- Gender criteria (exclude male applicants and include female and “other”).
- To be registered user in Santander Grants Platform (www.santander-grants.com) and apply to the Call of the Programme.
- To be a national or resident of the following countries: Spain, Portugal, UK, Germany, Poland, Colombia, Peru, Mexico, Argentina, United States, Chile, Uruguay and Brazil.
- Have not participated in a previous edition of W30, W50, or Emerging Leaders.
- Willing to attend online sessions.
- Willing to commit 7-10 hours per week.
- To possess between five (5) and twelve (12) years of professional experience.
- To be fluent in English (equivalent to a C1 level)
- To complete Evaluation test from Aon Assessment GmbH distributed by The Key Talent, available in its platform (www.thekeytalent.com) which consists of a set of test to evaluate the competencies, skills and knowledge of the candidates, for the purpose of selecting the recipients of the Programme.

Phase 2.

London School of Economics will evaluate the participants, who are invited to this phase of the registration process, according to:

- The result of the evaluation of Phase 1.
- The Curriculum Vitae up-to-date.

- The motivation letter
- The recommendation letter

With a view to ensuring that the Programme will benefit from the greatest possible number of candidates, a **Working and Monitoring Group**, comprising 2 representatives from London School of Economics (LSE) and 2 representatives from Banco Santander S.A.. If the Working and Monitoring 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.

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 from **12th April 2021 to 16th June 2021 at 23:00 CET (Madrid time zone)**.

V. Allocation of places among candidates

The London School of Economics and Political Science will allocate the places to the candidates on **10th September 2021**, and it will not be possible to extend this deadline under any circumstances unless the Working and Monitoring Group 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 Working and Monitoring Group 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 Working and Monitoring Group 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 by LSE; in case any withholdings apply, the beneficiary of the scholarship is obliged 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 privacy policy applicable to the Programme is available at www.becas-santander.com/es/legal/privacy

VIII. Modification of Term and Conditions of the Programme



The fact of participate this Call for the Programme implies acceptance by the students 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 reserves the right to modify the Terms and Conditions of this Call of the Programme, partially or totally at any time, with the purpose of preserving the social impact that both Parties pursue with the present Call, informing about the modifications made to the candidates through the website www.santander-grants.com.