



Association of International  
Energy Negotiators

October 29 - 31, 2024

# Negotiation Skills Workshop

Hilton Copacabana  
Rio de Janeiro, Brazil





### About AIEN | [www.aien.org](http://www.aien.org)

The Association of International Energy Negotiators (AIEN) is the leading professional membership organization of commercial negotiators and energy lawyers in the international oil & gas industry, serving more than 3,000 professionals in some 110 countries. AIEN develops model contracts that are widely used throughout the energy industry, provides educational seminars and conferences around the world, publishes leading research on emerging energy issues and is the premier forum for dialogue on energy transactions amongst companies, government and their advisors.

### Registration Fees

#### Member Rates

Active Member: \$1,900 | Full-time Academic: \$1,800

#### Non-Member Rates

Non-member: \$2,300 | Full-time Academic: \$2,200

\*Academics must be full-time to receive discount. Apply for membership at [aien.org/join-aien/](http://aien.org/join-aien/) before registering and receive member rates! After completing your application, email [events@aien.org](mailto:events@aien.org) to register. If you are already a member but not able to see the member rates after logging in, please email [events@aien.org](mailto:events@aien.org) for assistance.

Workshop registration includes digital materials, lunches, breaks and a networking reception. It does not include hotel and travel accommodations. All fees are in US dollars.

### Workshop Faculty

Workshop Chair: **Harry W. Sullivan, Jr.**, Assistant General Counsel, Kosmos Energy & Executive Professor, Texas A&M School of Law

**Toufic Nassif**, Director of Commercial Development, VAALCO Energy, Inc.

**Norman J. Nadorff**, Special Counsel, Mayer Brown LLP  
**J. Scott Porter**, VP Acquisitions & Divestments and NBD Shales, Deep Water & Global Exploration, Shell plc (retired)

### CLE Credits

AIEN is an accredited sponsor approved by the State Bar of Texas Committee on MCLE. The number of MCLE credit hours awarded for the course is still being determined.

### Hilton Rio de Janeiro Copacabana

Av. Atlantica 1020  
Rio de Janeiro, 22011-010, Brazil  
P: +55 21 3501-8000  
<https://www.hilton.com/en/hotels/riocchh-hilton-rio-de-janeiro-copacabana/>

The Hilton Copacabana is located amid the locale's top destinations. Located just steps from the hotel is the famous Copacabana beach with Sugarloaf Mountain and Escadaria Selarón just 15 minutes away.

#### Room Rates

Ocean Copacabana View Room King Bed – Single or Double  
15% off on public rates official site Hilton.com

Rates are dynamic. Please add 15% of VAT + R\$13,00 of tourism tax (optional) per day and per room. The rate is inclusive of a breakfast buffet and internet in the guestroom. Discounted rates are valid for reservations made from October 27 to November 2, 2024, which can be extended, upon availability.

Please note the hotel's cancellation policy: Change or cancel up to 24 hours before arrival. We recommend reserving your room as soon as possible to ensure availability. AIEN cannot guarantee room and rate availability.

#### Reservations

Visit the event webpage at [aien.org/forms/meeting/Microsite/NSWS2024](http://aien.org/forms/meeting/Microsite/NSWS2024) for full reservation details.

#### Visas for Brazil

Brazil requires many tourists to obtain a visa. Please visit the event webpage for more details and resources regarding visas. If you require a letter of invitation from AIEN to obtain a visa, payment of the registration fee must first be made. If you apply and do not receive a visa, please send us a copy of the rejection letter from the consulate, and we will refund your payment in full. Email [kristin@aien.org](mailto:kristin@aien.org) for more details.

Workshop Reception  
sponsored by



Workshop Lunches  
sponsored by





### Workshop Program

#### Tuesday, October 29, 2024

- 08:00 - 09:00 Registration and Arrival Coffee**
- 09:00 - 09:45 Introductions and Program Overview**
- 09:45 - 10:45 Introduction to Negotiations**  
This session will examine some of the human elements that form an effective negotiator, including mental models, human nature traits and individual conflict management styles.
- 10:45 - 11:15 TK Exercise**  
In this session each attendee will identify their conflict management style(s). The session will include a presentation, discussion and Q&A.
- 11:15 - 11:30 Coffee Break**
- 11:30 - 12:30 Negotiation: The “Theory” Strategy and Tactics**  
This session will review some of the commonly accepted negotiation theories in practice today. It will review BATNA, strategies and discuss negotiating tactics.
- 12:30 - 13:30 Lunch**  
Clarice Restaurant (4th floor)  
*sponsored by Tauil & Chequer Advogados*
- 13:30 - 14:00 “I Want it All” Exercise**  
This session includes a negotiation exercise to establish a consortium to acquire a Production Sharing Contract. The session will include a presentation, discussion and Q&A.
- 14:00 - 15:15 Effective Negotiations**  
This session will review some of the traits and tools employed by effective Negotiators. Since preparation is often the key to a successful negotiation, this session will examine the ‘tools’ available to the Negotiator in preparation for a negotiation, including the negotiation process, planning, use of model form agreements, etc.

- 15:15 - 15:45 Coffee Break**
- 15:45 - 16:15 How to Handle the ‘Gold Digger’ Exercise**  
In this session attendees will take part in a negotiation exercise to renegotiate a drilling rig contract. The session will include a presentation, discussion and Q&A.
- 16:15 - 17:45 Team Dynamics and Negotiation with Internal Management**  
This session will examine the dynamics of negotiating as part of a team, within the team structure and against another team.
- 17:45 - 18:00 Questions, Discussion, Summation**
- 18:00 - 19:30 Networking Reception**  
Petrópolis Foyer  
*sponsored by Schmidt Valois Advogados*

#### Wednesday, October 30, 2024

- 08:00 - 09:00 Arrival Coffee**
- 09:00 - 09:15 Introductions and Review of Objectives**
- 09:15 - 11:15 International Negotiations: Cross Cultural Impacts on Negotiations**  
This session will examine the influences of and overcoming the barriers raised by negotiations between individuals from different cultural backgrounds. Time will be spent on cultural influences on negotiations and decision making.
- 11:15 - 11:30 Coffee Break**
- 11:30 - 12:15 “Moving the Mootoos” Exercise**  
This session includes a Corporate Social Responsibility (CSR) negotiation exercise. The session will include a presentation, discussion and Q&A.
- 12:15 - 12:30 Cross Cultural Negotiations: Final Thoughts**
- 12:30 - 13:30 Lunch**  
Clarice Restaurant (4th floor)  
*sponsored by Tauil & Chequer Advogados*



### Workshop Program

#### Wednesday, October 30, 2024 (continued)

**13:30 - 14:30 Ethics, Integrity and Principled Negotiations**  
 This interactive session will examine the legal constraints and ethical pressures, including anti-corruption laws like the U.S. Foreign Corrupt Practices Act, which confront the negotiator in international negotiations. In addition to reviewing legal ethical considerations, the session will review the need for a negotiator to maintain a high degree of integrity and to engage in principled negotiations. Techniques to deal with real or perceived corruption or lapses in ethics or integrity will be discussed.

**14:30 - 15:30 Negotiating with Difficult People**  
 This interactive session will examine some techniques for dealing with difficult people and issues.

**15:30 - 15:45 Coffee Break**

**15:45 - 16:30 “Tiger Oil’s Forgotten Lease” Exercise**  
 This is a single-issue negotiation where you focus on your BATNA and anticipate the other side’s BATNA.

**16:30 - 17:00 Welcome to “Bolango” - Introduction to the All-Day Negotiation Game**  
 Small breakout groups will be formed to negotiate agreements in the island state of Bolango, a “Negotiation Skills Game”.

**17:00 - 17:15 Questions, Discussion, Summation**



#### Thursday, October 31, 2024

**08:00 - 09:00 Arrival Coffee**

**09:00 - 09:30 Play “Bolango” – A Negotiation Skills Game**  
 Attendees will be introduced to Bolango and any questions about the game will be answered.

**09:30 - 11:00 Play “Bolango” - Break-up into Teams**  
 Attendees will organize into teams and proceed with the Bolango Game.

**11:00 - 11:15 Coffee Break**

**11:15 - 11:30 Progress Check**  
 All teams reconvene to check that each team is progressing through the game.

**11:30 - 12:30 Continue to Play “Bolango”**

**12:30 - 13:30 Lunch**  
 Clarice Restaurant (4th floor)  
*sponsored by Taill & Chequer Advogados*

**13:30 - 15:00 Continue to Play “Bolango”**

**15:00 - 16:30 Teams Report Results of “Bolango”**  
 Attendees will discuss the teamwork, originality and the negotiation skills issues they have encountered.

**16:30 - 17:00 Review and Conclusion of Workshop**

*AIEN reserves the right to change the program and speakers unannounced at any time. All sessions will be held in the Petrópolis Room at the Hilton unless otherwise noted.*

