

A- Negotiation Approach for Palestinian-Israeli Negotiations **Approach: Integrative Model**

Goals: – **Integrative Model:** The goal is to find a win-win solution that satisfies the needs and interests of both parties. **Conclusion:** Implementing the integrative approach will help resolve resource conflicts by addressing the needs and concerns of all departments while aligning with the company's overall goals. **Importance of the Integrative Approach:** – The integrative model is important because it seeks to address the needs of all parties involved, fostering collaboration and ensuring that resource allocation aligns with both departmental and organizational objectives.---

B- Report on Conflict Resolution Approach for Jawwal Company **To: Top Management** **Subject: Conflict Resolution Strategy for Resource Allocation**

Overview: Jawwal Company faces conflicts regarding the allocation of resources, including departmental budgets, travel funds for training, and work schedules. **Motivation:** – **Integrative Model:** The motivation is to build a sustainable and lasting peace by addressing underlying issues and finding mutually beneficial solutions. **Oslo Accords (1993):** – **Description:** During the Oslo Accords negotiations, both sides engaged in integrative negotiation by addressing complex issues like mutual recognition, the establishment of the Palestinian Authority, and security arrangements. **Goals:** – The goal is to achieve a fair and balanced allocation of resources that addresses the needs and concerns of all departments while aligning with the company's strategic objectives. **Motivation:** – The motivation is to improve overall organizational efficiency, maintain employee morale, and ensure equitable distribution of resources. – **Negotiation:** Facilitate discussions where departments present their cases and negotiate adjustments to budgets, travel, and work schedules. **Camp David Summit (2000):** – **Description:** The Camp David Summit involved discussions that sought to address both Israeli security concerns and Palestinian aspirations for statehood. This includes considering the strategic importance of each department and aligning resource allocation with company priorities. **Techniques to Use:** – **Collaborative Problem-Solving:** Engage representatives from each department in discussions to understand their needs and constraints. Use brainstorming sessions to generate solutions that address various interests and align with the company's objectives. – **Mediation:** If internal negotiations reach an impasse, consider using a neutral mediator to help facilitate discussions and find common ground. The process aimed at finding solutions that addressed both Palestinian aspirations and Israeli security concerns. For example, develop a resource allocation plan that considers departmental performance and strategic value. For Israelis, interests might involve security, regional stability, and diplomatic relations. 2. 2. 3. 4. 5