



NEGOTIATION SKILLS, LEADERSHIP, AND BRIDGE-BUILDING PROGRAMS FOR STUDENTS, EDUCATORS, AND SOCIAL IMPACT ORGANIZATIONS

ABOUT

PATHWAYS Institute for Negotiation Education brings together students, educators, and social impact professionals from across diverse communities to learn and apply a problem-solving approach to negotiation based on methodology developed at the Harvard Negotiation Project.

MISSION

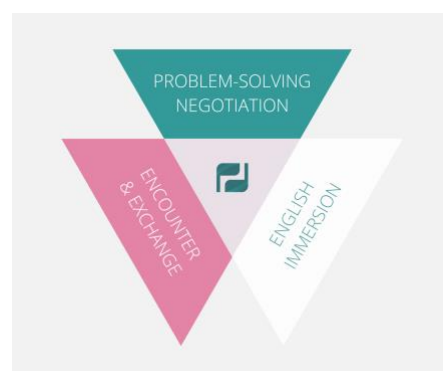
We help nurture problem-solving, cooperative, shared societies in which people from different backgrounds and communities have the skills, confidence and sense of possibility needed to creatively negotiate challenging issues with one another.

HISTORY & HERITAGE

PATHWAYS launched in 2015 as an independent nonprofit organization focusing on negotiation education. Our student curriculum was developed in cooperation with the Program on Negotiation at Harvard Law School and consulting firms Vantage Partners and Triad Consulting Group.

APPROACH

Our interactive negotiation education programs and workshops blend experiential learning of creative negotiation skills, inter-communal encounter and exchange, and content-based language immersion.



Our programs revolve around a progression of active learning cycles supported by a process of facilitated discovery, connection, and experimentation. Participants learn by doing, reflecting, and then constructing new conceptual frameworks and practicing skills together.



PROGRAMS

Students: Our Game Changers workshops for high school students offer an immersive journey into learning interest-based negotiation (based on the seven elements framework of *Getting to Yes*), foster connections and exchanges with peers from other backgrounds, and develop vital thinking and communication skills.

Educators: Our professional development programs (NET Fellowship, Summer Institute), recognized by the Ministry of Education, enable active educators to bring problem-solving negotiation concepts, experiential pedagogy, and practical tools into their classrooms and teaching practices. Our Academic College courses for pre-service teachers equip the next generation.

Schools: We partner with school networks, municipalities, and regional authorities to incorporate problem-solving negotiation education and inter-communal bridge-building and exchange into their educational systems through network-based programs.

Organizations: We work with educational and aligned social impact organizations to develop problem-solving negotiation, communication, and leadership skills with their program participants, staff, and alumni. We offer a variety of skill-building workshops in-person and online.

LEARNING GOALS

We work with participants & partners to:

- Uncover assumptions and preconceptions that shape how we negotiate with others, helping participants to name their assumptions, identify more enabling ones, and foster a mindset of growth and possibility.
- Build key skills for effective problem-solving and communication; practice and learn to apply new skills with practical tools.
- Develop foundational knowledge of relevant theory and create a *shared* vocabulary to support effective negotiation, communication and intentional culture-shifts.

Our methodology for transforming negotiation from adversarial bargaining/haggling to joint, creative problem-solving is designed to have a radiating ripple effect on individuals, schools, teams, organizations, and communities.

“In all my education, I have never experienced something like this. Every student should take this workshop!”

**– Game Changers student participant, 2019
(Tichon Hamoshava)**

REACH & SCALE

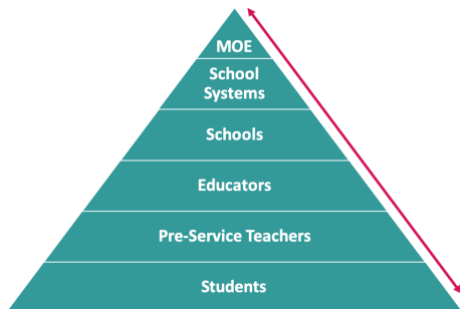
Over the years, PATHWAYS has engaged thousands of students and hundreds of active and pre-service educators.

In recent academic years, PATHWAYS **annually** worked with:

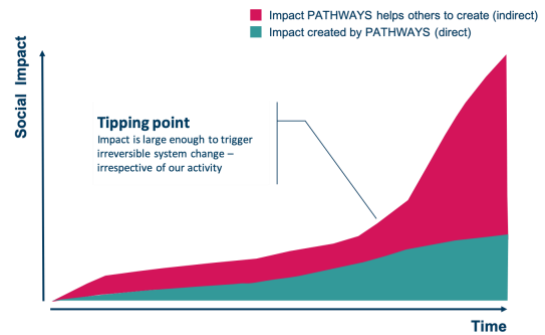
- 800 high school students in 40 schools: 20 Hebrew-speaking schools paired with 20 Arabic-speaking schools.
- 50 new active educators: teachers, coordinators, inspectors, instructors.
- 60 pre-service teachers at academic colleges.
- An alumni network of 200 educators.

SYSTEMIC IMPACT

We aim to create sustainable, institutionalized impact through partnerships with key actors in formal and informal education, including teachers, school systems, and administrators.



A TIPPING POINT



Our social impact is reaching a tipping point in which enough of our methodology, concepts, and tools have been adopted in the education system that we are seeing systemic shifts beyond our direct programs. We are achieving this by:

Partnering with professional leadership in the Ministry of Education to deliver MOE-certified professional development courses.

Developing scalable programs with school networks and municipal/regional authorities.

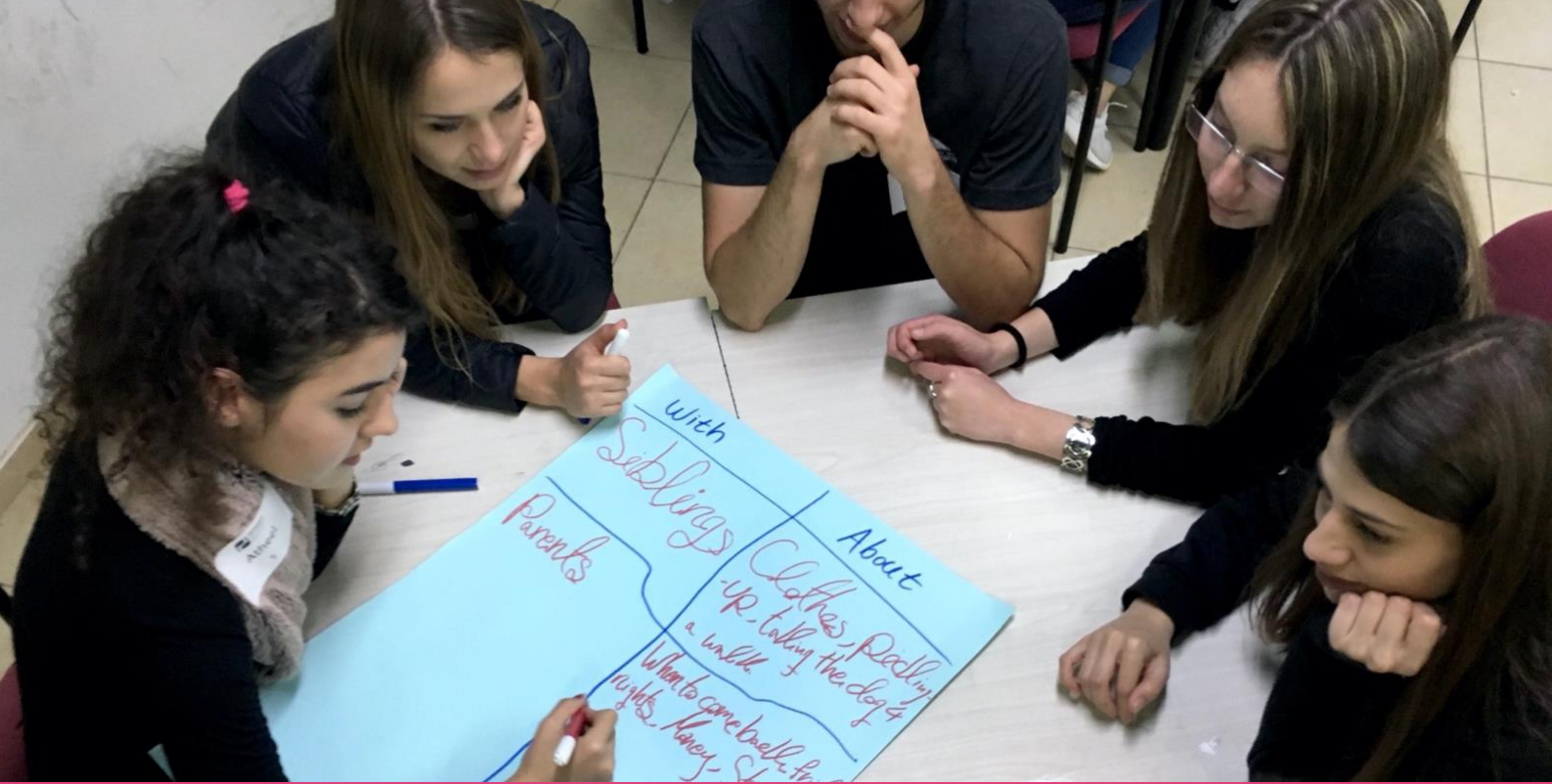
Working with educators to incorporate problem-solving negotiation education into classroom curricula and school cultures.

Creating and activating a diverse national community of practice of educators pioneering the field of negotiation education.

Equipping pre-service teachers at academic colleges to incorporate concepts and model in their future teaching.

Running transformational workshops with a critical mass of high school students.





TEAM



Michael Schnall
Regional Director & Facilitator



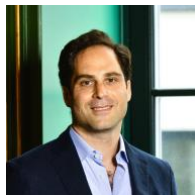
Mike Korman
Program Manager & Facilitator

Co-Facilitators

- Younes M.A. Al-Samman
- Jake Shapiro
- Adi Tarabieh
- Fee Winkenbach
- Yardena Praver



Rachel Winner
Program Manager & Facilitator



Avi Goldstein
Founder & Executive Director

Additional Staff & Volunteers

- Yael Ginzburg, Accounting
- Joel Diamond, Evaluation
- Ariel Cohen, Comms.
- Alan Dosoretz, Partnerships



Jessica Menasce
Program Manager & Facilitator



Shula Gilad
Consultant

"The Game Changers program highlights how meaningful learning should be done and inspires me as a teacher to adopt the ideas and active nature of the workshop in my own lessons."

- 2018 NET Fellowship teacher



INTERNATIONAL ADVISORS

- **Mark Gordon** – Vantage Partners, Mercy Corps
- **Sheila Heen** – Author, “Difficult Conversations,” Harvard Law School
- **Bruce Patton** – Author, “Getting to Yes”
- **Shula Gilad** – Program on Negotiation, Harvard Law School
- **Donna Hicks** – Author, “Dignity: Its Essential Role in Resolving Conflict”
- **Rachel Viscomi** – Harvard Negotiation & Mediation Clinical Program
- **Elizabeth Rayer** – Vantage Partners
- **Rachel Tal** – Amal Educational Network
- **Hussein Tarabeih** – Towns Association for - Environmental Quality (TAEQ)

ADVISORY COUNCIL OF EDUCATORS

- **Dania Masarwa** – Baqa al-Gharbiyye
- **Sara Dayan** – Netanya
- **Rivkah Hanssen** – Misgav
- **Afaf Alkhatib-Nazzal** – Sakhnin
- **Emily Singer** – Kibbutz Sde Eliyahu
- **Yasmeen Haj-Amer** – Kseifa
- **Irina Levy** – Be’er Sheva
- **Elias Farah** - Nazareth

PARTNERS



PARTICIPATING SCHOOL NETWORKS



SUPPORTERS



CONTACT

Please be in touch if you would like to explore working together in developing a negotiation education program or running workshops for your program participants, alumni, or staff.

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INVEST IN NEGOTIATION EDUCATION

Support us in bringing negotiation education into school systems and building bridges between diverse communities across Israel.

Donations and grants made in the U.S. through our 501(c)3 fiscal sponsor, Israel Gives, are tax-deductible to the extent allowed by law.

<https://www.israelgives.org/amuta/580611044>

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