

GENERAL TERMS & CONDITIONS

Becas Santander Women | Emerging Leaders 2022 - LSE

I. Objectives

The aim of the “**Becas Santander Women | Emerging Leaders 2022 - 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 their leadership journey.

II. Recipients and Nature of the course

This online programme, taking place from **Wednesday 15th of June – Wednesday 3rd August 2022**, is a unique opportunity to build a diverse community of managers to mid-level managers who are looking to progress into upper management positions.

The number of places that will be offered are 125 per edition of the programme.

Participants will experience a highly engaging learning programme and develop a strong 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-week Emerging Leaders orientation module followed by 6 weeks of modularised learning content.

The Programme is designed for managers to mid-level managers 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 managers to mid-level managers 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.

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

- 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. Participants will commit 7-10 hours per week. The programme will be carried out in English and will be delivered online.

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. There are 3 live negotiations throughout the course. Dates and times of the live negotiations will be set at the beginning of the course.

Emerging Leaders Orientation

This module will be specifically designed for this Programme by Professor 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.

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 the Assessment of Skills , which will be carried out at the Santander Grants platform. 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 (including 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 resident in 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 live negotiations sessions.
- Willing to commit 7-10 hours per week.
- To possess professional work experience.
- To be fluent in English (equivalent to a C1 level).
- To complete the Assessment Test available at the link that you will find in your confirmation email from Becas Santander. This Assessment Test will consist of a set of tests to evaluate the competencies and skills of the candidates.

For **Phase 1** applications will be opened **from 26th January 2022 to 6th April 2022 at 23:00 GMT+1 (Madrid time zone)**. Applicants that apply on 6th April will have until 7th April at 23:59 GMT+1 (Madrid time zone) to complete the assessment.

Phase 2.

Those candidates that are selected to go through Phase 2, based on the results of the evaluation of Phase 1, will be notified by email on the **15th April 2022** with the instructions and required documents that they will have to upload. These documents will be as follows:

- The Curriculum Vitae up-to-date.
- Essay

Please write 3 short statements in the same page, each a maximum of 200 words, which describe the following:

- Statement 1: Commitment - Your motivation and commitment to learning in this programme and development as a future leader. (maximum 200 words)
- Statement 2: Contribution - Your recent outstanding performance achievements and future leadership aims. (maximum 200 words)
- Statement 3: Community orientation - How your career achievements have had a clear positive impact on others. (maximum 200 words)
- Reference.

For **Phase 2** applications will be opened **from 15th April 2022 to 6th May 2022 at 23:00 GMT+1 (Madrid time zone)**.

In order for places on the Programme to be allocated to participants, the LSE will confirm compliance with the selection criteria that are to be met by candidates. The LSE may also assess any other selection criteria that it deems appropriate in the event that demand for places from candidates exceeds the number available.

With a view to ensuring that the Programme will benefit from the greatest possible number of candidates, if the LSE 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.

In the event that, once the deadline has expired, some of the places allocated have not been accepted by candidates, the LSE will allocate these places under identical conditions to other candidates who meet the necessary requirements or additionally requirements that the LSE will consider with the aim that the places will not be deserted.

The participants who are interested, will have access to Local Bank or Banco Santander, S.A.'s Human Resources selection processes, if they consent to the transfer of their personal data at the time of sign into the Programme to the Local Bank and to Banco Santander, S.A. (Spain) to enable them to contact data subjects for potential selection processes.

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 for **phase 1 from 26th January 2022 to 6th April 2022 at 23:00 GMT+1 (Madrid time zone), and for phase 2 from 15th April 2022 to 6th May 2022.**

V. Allocation of places among candidates

The London School of Economics and Political Science will carry out the selection process for **phase 1 from 7th April 2022 to 14th April 2022**, and will inform the candidates on **15th April 2022** of who has entered the second phase. The selection process for **phase 2** will be carried out from **6th May 2022 to 26th May 2022**, LSE will allocate the places to the candidates on **27th May 2022**, and it will not be possible to extend this deadline under any circumstances unless the LSE 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 LSE 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 LSE may examine any other selection criteria that it considers appropriate.

Of the 125 places that will be offered in each promotion of the Programme, up to a maximum of 10% of them (12 places) will be reserved for the employees of the Banco Santander Group. These places will be assigned among the participants who meet the requirements of the selection criteria of this call and are employees of the Santander Group.

To ensure that all places are filled, once candidates have their login details for the online learning campus on Wednesday 15 June 2022, they will have until Monday 20 June to login to the online campus to show their commitment to the programme. Those candidates that do not login to the campus by Monday 20 June will have their place on the scholarship retracted and it will automatically go to a wait list candidate.

VI. Taxation of the Programme

The corresponding tax regulations in force will be applied to the scholarships and, specifically, the provisions regarding Spanish Personal Income Tax and that on occasions could give rise to the practice of withholdings on account of the aforementioned Tax for part of LSE and the obligation for the beneficiary of the scholarship 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 candidates 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 reserve the right to modify or amend any of the Terms and Conditions of the Call of the Programme, partially or totally at any time, even suspend, postpone or cancel the Call if there's a sufficient, justified and objective reason with the purpose of preserving the social impact that LSE and Santander pursue with the present Call. In any case, LSE and Santander shall inform to the Candidates about the modifications, corrections or amendments made through the website www.santander-grants.com.