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AI Negotiation Challenge at the Geneva Graduate Institute

Terms of reference
V2 March 2025

Objectives of the Project

This note outlines the objectives of the AI Negotiation Challenge at the Geneva Graduate Institute on 23 – 24 May 2025, a global simulation designed to explore and enhance the role of artificial intelligence in negotiation planning and managing complex relationships.

The advancement of AI is poised to revolutionize the craft of negotiation, transitioning it from an individualized, case-by-case practice to a more systematic and ambitious profession. With AI tools offering unprecedented capabilities for complex analysis, negotiators can achieve deeper insights into party positions, stakeholder dynamics, and areas of influence. AI enables negotiators to broaden their scope, moving beyond immediate problem-solving to crafting collaborative solutions for global challenges. The AI Negotiation Challenge aspires to contribute to this shift by shaping the future role and skills of negotiators, mediators and diplomats, establishing a new craft that is analytical, rigorous, and attuned to the evolving demands of an interconnected world.

In this context, the AI Negotiation Challenge has three primary objectives:

1. **To promote the fair, effective, and responsible use of AI in negotiation** by engaging both practitioners and graduate students—the next generation of professionals—in a practical and friendly competition to test their skills and fluency in AI tools.
2. **To draw broader attention to the transformative potential of AI as a platform for collaborative negotiation**, fostering innovative solutions to pressing global challenges such as migration, climate change, social conflict, and humanitarian crises.

3. By leveraging AI's advanced capabilities in analysing complex environments, assessing stakeholder positions, and identifying areas of compromise, the initiative aims to explore and demonstrate the technology's ability to augment traditional negotiation expertise.

Organized as a multi-year project, the challenge will evolve in terms of issues covered, tools, methods, and simulation formats. The objectives for the initial event include building a foundation for the long-term success of the initiative and refining approaches based on the outcomes and insights gained.

Step-by-Step Approach to Engaging in the AI Negotiation Challenge at the Geneva Graduate Institute

Step 1: Exploring the Use of AI in Negotiation

Starting April 15, 2025, registered participants are invited to begin their journey on the [AI Negotiation Network](#) platform that introduces key modules for crafting and utilizing AI assistants in negotiation. Developed by Frontline Associates in collaboration with researchers at the Harvard School of Engineering and Applied Sciences, this platform offers essential foundational resources, including:

- **Video Tutorials**
 - *Introduction to Artificial Intelligence for Negotiators*: An accessible overview of AI principles and applications specific to negotiation contexts.
 - *Setting Up Your GPT*: A step-by-step guide to configuring and personalizing your AI assistant using GPT technologies.
 - *Crafting Your AI Assistant*: Techniques for tailoring AI capabilities to enhance negotiation planning and strategies.
- **Live Tutorials**

Participants who complete the video modules gain access to live tutorials facilitated by AI and negotiation experts from the Frontline Associates Community of Practice. These sessions provide opportunities to refine AI models, test new functionalities, and ask questions in real time.

Step 2: Practicing with AI Models in AI Labs

The [AI Negotiation Network](#) platform also offers interactive case studies where experienced practitioners demonstrate the planning and execution of negotiations in contentious domains such as climate change, migration, or social and humanitarian crises. These walkthroughs provide participants with insights into real-world applications of AI in negotiation and allow them to practice their skills and test their models in simulated environments.

Step 3: Preparing for the AI Negotiation Challenge Global Simulation

In the two weeks leading up to the simulation, participants enter a focused phase of preparation, guided by a dedicated coach from the FA community of practice.

This step is designed to help teams refine their strategies and deepen their understanding of both the process and substance of negotiation. Coaches provide case-based materials tailored to specific domains of the upcoming *AI Negotiation Challenge* dealing in the first instances with the irregular migration in the Euro-Mediterranean zone. These resources allow teams to immerse themselves in the complexities of their assigned role and scenarios and develop informed approaches.

Coaches are available to answer questions about the negotiation process, ensuring teams are fully equipped to perform effectively. Team leaders have the additional opportunity to meet and coordinate their efforts, fostering collaboration and alignment. Since the challenge is structured as an amicable event with a mix of on-site and online activities, these coaching and coordination sessions are essential for seamless execution.

The coaching phase concludes a few days before the event, ensuring teams are prepared to engage confidently in the AI Negotiation Challenge and demonstrate the transformative potential of AI in negotiation.

Step 4: Taking part to the AI Negotiation Challenge Global Simulation

The AI Negotiation Challenge is a two-day hybrid event, hosted by the Graduate Institute and combining online and on-site participation (see Draft agenda in Annex 1).

Day 1 (morning): Presentations, Briefings, and Instructions

The first day focuses on setting the stage for the simulation. Participants benefit from expert-led panel presentations on artificial intelligence and negotiation by machine learning specialists as well as a review of the challenges of negotiating on irregular migration. Participants also receive the final instructions for the simulation, ensuring they are fully prepared for the following day's rounds.

Day 1 (afternoon) and Day 2 (whole day): The Global Simulation

The Global Simulation begins on the afternoon of the first day. The Global Simulation consists of three distinct rounds, each designed to test different aspects of negotiation strategy, AI-assisted decision-making, and adaptability:

- **Round 1: Document Analysis and Interpretation** In this initial round, teams will analyze and interpret key documents and position statements presented at a multilateral conference. Participants will use AI tools to process large amounts of data, extract insights, and identify underlying negotiation dynamics.

- **Round 2: Engaged Negotiation on Key Issues** This round simulates direct negotiations on critical issues, principles, and objectives of the conference. Teams will apply AI-supported strategy tools to advocate for their assigned positions, build coalitions, and navigate complex diplomatic discussions.
- **Round 3: Press Conference on Final Document** In the final round, participants will react publicly to the agreed-upon negotiation outcome. Each team must present their delegation's stance on the final document in a high-stakes press conference setting, showcasing their ability to communicate and defend their negotiated results effectively.

At the end of the final round, the jury meets to select the award-winning teams based on criteria of leadership, innovative use of AI in the negotiation and overall performance at the negotiation table.

Award Ceremony and Certificates

An awards ceremony concludes the event. All participants receive certificates of participation, signed by the governing members of Frontline Associates and senior representatives of the Geneva Graduate Institute. Selected teams demonstrating excellence receive additional certificates of excellence in recognition of their outstanding contributions to the simulation.

This hybrid format ensures an engaging and inclusive experience, offering participants the opportunity to learn and showcase their skills in AI-assisted negotiation on a global stage.

Step 5: Post-Event Reflection and Continued Engagement

Following the *AI Negotiation Challenge*, all participants are invited to complete a comprehensive survey to share their experiences during the event, as well as their reflections on the preparation and planning phases.

AI Negotiation Challenge Workplan

Description of Activities	Dates of Delivery
Info Session	27 March
Info Session	14 April
Opening of registration process	April 15
Opening of the platform for crafting an AI Assistant	April 15
Opening of coaching with live sessions	May 12
Delivery of assigned mandates to teams	May 12
Coaching sessions	May 12 to May 22
Simulation: Opening panel events	May 23 morning
Simulation: Round 1	May 23 afternoon
Simulation: Round 2 and 3 + Closing Award	May 24
Simulation: Debrief of teams	Week of May 26

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Annex 1:

Tentative Agenda for the AI Negotiation Challenge at the Geneva Graduate Institute

Day 1 – May 23, 2025

Time	Session
09:00 – 09:10	Opening Remarks (Graduate Institute)
09:10 – 09:30	Keynote Address (AI & Negotiation)
09:30 – 10:30	Panel 1: Challenges of migration negotiation
10:30 – 11:30	Panel 2: AI role in diplomatic negotiation
11:30 – 12:00	Conclusion of Opening Session
13:00 – 14:00	Briefing on the simulation process and rules
14:00 – 17:00	Simulation Round 1 – Document Analysis

Day 2 – May 24, 2025

Time	Session
09:00 – 12:00	Simulation Round 2 – Negotiation Sessions
13:00 – 16:00	Simulation Round 3 – Press Conference
16:00 – 16:30	Jury Deliberation
16:30 – 17:00	Award Ceremony and Closing Remarks

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Annex 2:

Workplan for the Preparation of the Teams

Here is a structured Work Plan for Team Preparation for the AI Negotiation Challenge in Geneva. This work plan ensures that all teams are fully prepared to engage effectively in the AI Negotiation Challenge by:

- Developing and refining their AI Assistants.
- Strengthening their AI prompting skills.
- Testing their AI models through live tutorials and practice exercises.

Step-by-Step Preparation Process

Step 1: Crafting the AI Assistant (April 15 – May 22, 2025)

The AI Assistant is a critical asset for participants that supports analysis, scenario planning, and decision-making during the simulation. The effectiveness of a team will depend on how well their AI model is designed and trained.

Tasks for Participants:

1. Access the AI Negotiation Network Platform:
 - Acquire the necessary access (OpenAI license as needed).
 - Watch recorded video tutorials on crafting an AI Assistant.
 - Ensure the AI can process, analyse, and interpret negotiation data.
2. Complete the AI Setup Training:
 - Follow guided instructions for customizing and training a GPT model.
 - Upload background materials (simulation documents) to the AI.
 - Learn to structure AI responses to reflect negotiation strategies.

Expected Outcome: Each team should have a functional AI Assistant capable of analysing negotiation positions and supporting strategic decision-making.

Step 2: Attending Live Tutorial Sessions (May 12 – May 22, 2025)

The tutorials offered by FATC help participants refine AI prompting techniques and test AI Assistant capabilities before the simulation.

Tasks for Participants:

1. Participate in Live Tutorial Sessions (mandatory for all teams) (dates to be confirmed):
 - AI for Analysing Complex Information & Environments
 - Learn how AI can extract insights from negotiation documents.

- AI for Mapping Stakeholder Positions & Building Trust
→ Use AI to identify areas of alignment and key power dynamics.
- AI for Identifying Networks of Influence
→ Learn how AI maps coalition-building opportunities.
- AI Testing & Stress Test Session
→ Simulate real-world negotiation conditions and evaluate AI's robustness.
- Meet Your Coach: Final Refinements
→ One-on-one coaching for AI optimization and troubleshooting.

Expected Outcome: Teams should gain confidence in prompting and adjusting their AI models for real-time negotiation challenges.

Step 3: Practice Exercise – AI Model Testing (May 17 – May 22, 2025)

A practice round ensures that AI Assistants function well under real-world conditions.

Tasks for Participants:

1. Engage in a Mock Negotiation:
 - Teams will be assigned a practice case study.
 - Use AI Assistants to analyse policy positions, generate negotiation strategies, and simulate stakeholder interactions.
2. Test AI Responsiveness in a High-Pressure Scenario:
 - AI must analyse and suggest counterarguments based on evolving negotiation dynamics.
 - Participants will document AI performance and adjust parameters based on results.
3. Feedback & Optimization:
 - Teams will receive feedback from coaches and AI experts.
 - AI Assistants will be fine-tuned for adaptability.

Expected Outcome: AI models are tested, refined, and ready for the final simulation.

Step 4: Pre-Simulation Coaching

A final strategy session with their individual coach allows teams to refine their negotiation approach.

Tasks for Participants:

1. Attend Pre-Simulation Briefing:
 - Review last-minute updates on thematic focus areas and procedural rules.
 - Conduct a final stress test of AI Assistants.

2. Engage in Strategy Discussions:

- Meet with coaches to refine AI-supported negotiation tactics.
- Confirm team roles and responsibilities.

Expected Outcome: Teams enter the simulation fully prepared and confident in their AI models.

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