

## **Developing Negotiation Skills of Industrial Technical Secondary Schools' Headmasters in Egypt**

### **Abstract:**

The research aims to identify the status quo of industrial technical secondary schools' headmasters' practice of negotiation skills during practicing their affairs (tasks) and to design a training program in order to develop their negotiation skills. Therefore, a theoretical framework has been introduced including two sections:

Section (1): the conceptual framework of the negotiation process

Section (2): the industrial technical secondary schools' headmasters' leadership role, and technical and administrative responsibilities

Through the field study, a questionnaire was designed containing (93) phrases (statements) including negotiation skills distributed into three parts: negotiation planning skills, management negotiation sessions skills, and the use of negotiation strategies and methods skills.

The research sample included (144) teacher, headmaster and deputy; It was chosen randomly from the study community. The results showed that the degree of industrial technical secondary schools 'headmasters practice of negotiation planning skills ,according to the sample perspective, reached up to (73,07%),the degree of practicing management negotiation sessions skills is (73.09%),and the degree of practicing the use of negotiation strategies and methods skills is (68.43%).The average of the industrial technical secondary schools 'headmasters practice of negotiation skills in the three parts reached up to (71.08%);this percentage represents a moderate practice degree. Therefore, a training program was designed that aims to provide the industrial technical secondary schools 'headmasters with knowledge and information related to management negotiation style as a recent administrative trend .It also aims to develop their skills, positive tendencies ,and the ability to apply and practice this administrative trend. That is for the sake of developing and improving management of the schools belonging to this type of education, The research was concluded with a set of recommendations.