



HERMIONE[©]

THE 8 KEY
NEGOTIATION POINTS



CONFERENCE

LAURENT COMBALBERT

[CONFERENCE]

HERMIONE[®]

THE 8 KEY
NEGOTIATION POINTS

NEGOTIATION IS A KEY SKILL FOR COMPANIES
AND THE PEOPLE WHO MAKE UP AND LEAD THEM.

Coming to agreements, settling conflicts, creating added value for all stakeholders – these are all part of a negotiator's mission. To prepare for and conduct these negotiations, crisis negotiators have drawn up eight key points from their experience: HERMIONE.



LAURENT COMBALBERT

[THE SPEAKER]



Laurent Combalbert has been a professional negotiator since 1998, and is an expert in crisis management and complex negotiations. A former RAID officer-negotiator and graduate of the FBI National Academy, he is regularly quoted in the media and is recognized as one of the world's leading negotiation experts.

Author of more than 30 books, he is the creator of the PACIFICAT[®] and HERMIONE[®] reference systems, based on more than 25 years' experience in crisis negotiation. Today, he heads **TTA - The Trusted Agency**, where he supports companies and institutions as a speaker, trainer and strategic advisor.

A NATO expert and author for the Harvard Business Review, he is listed in the Global Gurus ranking of the world's top 30 negotiators. The American series Ransom was inspired by his career.



« Trust is gained by
drops and lost by liters. »





- H** — Understand the **H**igh intensity and its requirements
- E** — **E**stablish the stake and construct an ethical stake
- R** — Accept the power **R**elationship and don't be dominated by it or use it
- M** — Define your **M**andate and give yourself the resources to negotiate
- I** — Identify the **I**nterests of the stakeholders
- O** — Verbalize the **O**bjective which is shared by all
- N** — Start a **N**egotiation which is ethical and build an effective relationship
- E** — Get the **E**ngagement of the stakeholders in the final agreement

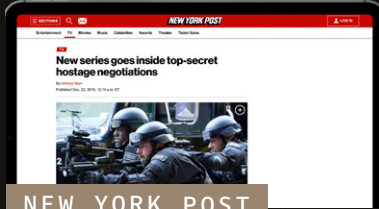
HERMIONE is a negotiation framework used in crisis negotiations and high intensity negotiations. HERMIONE is also an NGO that participates in the promotion and spread of negotiation throughout the world.



THEMES DISCUSSED

In the **HERMIONE** conference, Laurent Combalbert covers the eight essential points for preparing and conducting all negotiations, from crisis negotiations to every day negotiations. He illustrates each of the eight letters of HERMIONE with cases he experienced during his career in RAID and his 25 years as a professional negotiator.

MEDIA, DOCUMENTARIES AND SERIES



NEW YORK POST



LAURENT COMBALBERT IS A WORLD-RENOWNED CRISIS NEGOCIATOR.



L'EXPRESS



"MILO", DE LAURENT COMBALBERT : PLONGÉE DANS L'ANTRE D'UN NÉGOCIATEUR.



YOUTUBE VIDEO

NÉGOCIATEUR DU RAID : SES PIRES PRISES D'OTAGES

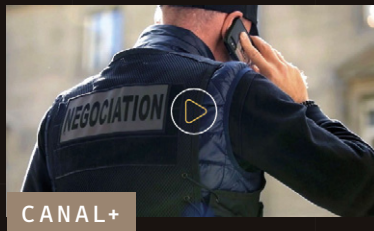
LEGEND



BFMTV

NÉGOCIATIONS COMMERCIALES

UN EX NÉGOCIATEUR DU RAID COACHE DES INDUSTRIELS



CANAL+

NÉGOCIATEURS, LE PRIX D'UNE VIE

DANS LES COULISSES DES LIBÉRATIONS D'OTAGES



EUROPE 1

LE PORTRAIT INATTENDU DE...

LAURENT COMBALBERT



FRANCE 5

COMMENT « NÉGOCIER » AVEC VOS ENFANTS

LA MAISON DES MATERNELLES #LMDM



DOCUMENTARIES

LES NÉGOCIATEURS

Cycle of 5 international documentaries produced by Agence CAPA, retracing the major hostage-taking events of the 20th and 21st centuries. Laurent Combalbert acts as expert commentator throughout the documentaries.



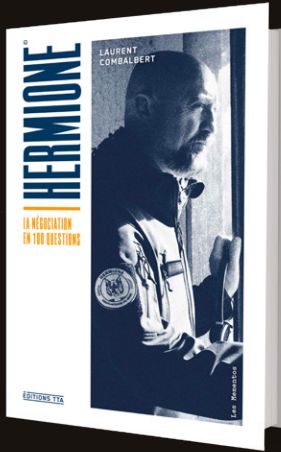
TV SERIES

RANSOM

International TV series based on a crisis negotiator and inspired by the lives of Laurent Combalbert and Marwan Mery (3 seasons).

THE MEMENTOS

ÉDITIONS TTA



HERMIONE[©]

LA NÉGOCIATION EN 100 QUESTIONS



« Negotiation is the art of friction. It's the art of disagreements and how best to find solutions. Thanks to it, we can find doors where others want to put walls. »

LAURENT COMBALBERT | 2023

READ MORE

HERACLES[©]

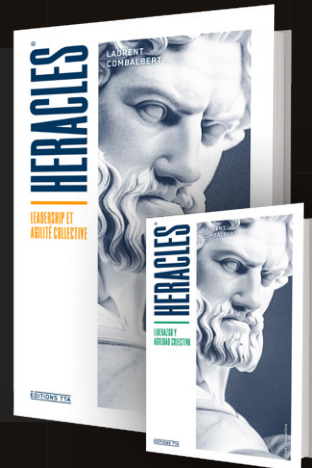
LEADERSHIP ET AGILITÉ COLLECTIVE



« You may have been made a leader, but it's your operators and your teams who make you a leader. It's them you need to think about on every page of this book. »

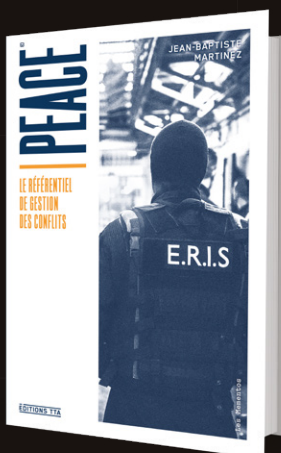
LAURENT COMBALBERT | 2023

FRENCH & SPANISH
VERSION



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PEACE[©]

LE RÉFÉRENTIEL DE GESTION DES CONFLITS



« My job is to stop time for all those who see their world crumbling around them. »

JEAN-BAPTISTE MARTINEZ | 2022

BIBLIOGRAPHY

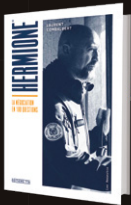
LAURENT COMBALBERT IS THE AUTHOR OF OVER 30 BOOKS, INCLUDING SEVERAL AWARD-WINNING BESTSELLERS.



LA NÉGOCIATION
DUNOD, 2024



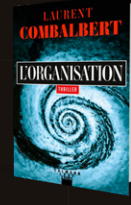
MILO
CALMANN-LEVY, 2024



HERMIONE
ÉDITIONS TTA,
2023



HERACLES
ÉDITIONS TTA,
2023



L'ORGANISATION
CALMANN-LÉVY,
2023



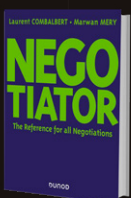
NEGOCIATOR
DUNOD, 2023

« Prix de l'Académie des
Sciences Commerciales
2020 »



NÉGO
CALMANN-LEVY, 2021

« Prix Sang pour Sang
Polar 2021 »



NEGOCIATOR
DUNOD, 2021

ÉDITION
ANGLAISE



NON MERCI,
DOCTEUR
DUNOD, 2020



DANS LA PEAU
DE DEUX
NÉGOCIATEURS
D'ÉLITE
EYROLLES, 2017



LES 5 LEVIERS
DE LA CONFIANCE
EYROLLES, 2016

« Prix du livre Qualité
Performance »
décerné par le MEDEF



COMMENT
NEUTRALISER
LES PROFILS
COMPLEXES
EYROLLES, 2015



DEVENEZ MEILLEUR
NÉGOCIATEUR
QUE VOS ENFANTS
ESF, 2015



LA GESTION
DE CRISE
QUE SAIS-JE,
2018

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