

Successful Strategies for Negotiation

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What is Negotiation important ?

- ◉ Negotiation is a valuable skill in EVERY part of your life.
- ◉ Effective negotiation produces mutually beneficial outcomes for all involved.
- ◉ It is most enjoyable when both parties gain something and develop positive working relationships.
- ◉ The long-term benefits of a mutually respectful relationship are as important as the short term gains.

What does Research say about Women & Negotiation ?

Women tend to be:

- ◉ less likely to initiate negotiation.
- ◉ more apprehensive about negotiation.
- ◉ more pessimistic about their worth.

Negotiation can have a profound effect on a woman's career trajectory.

Salary differences between men and women persist, in part, because women don't negotiate.

Why Don't Women Negotiate ?

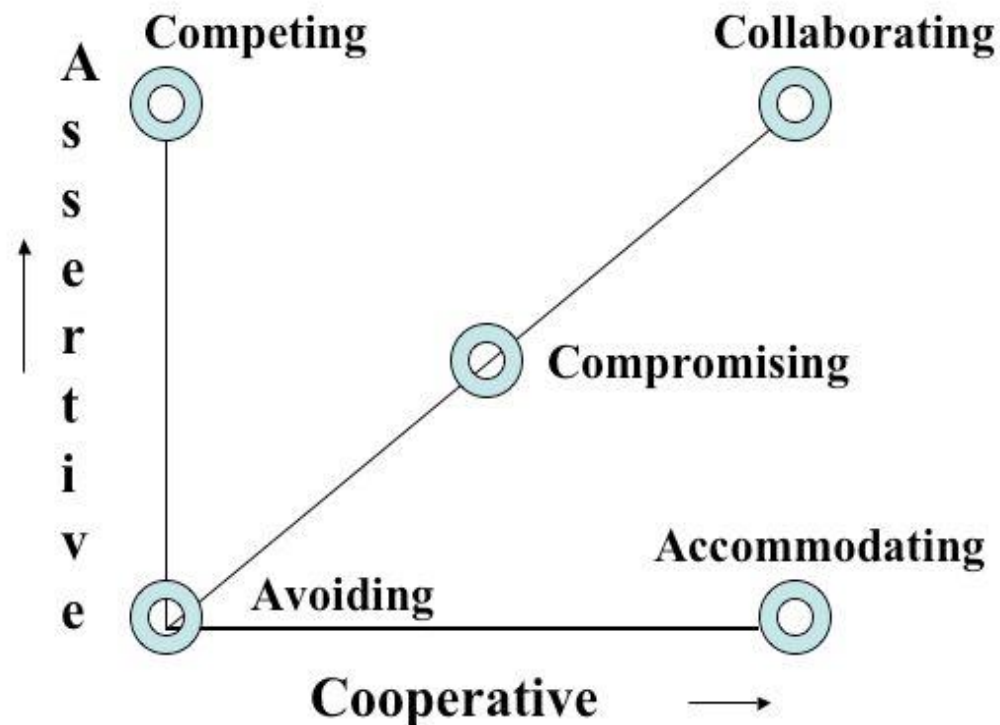
- ◉ They don't realize that they can.
- ◉ They fear that negotiating will damage a relationship.
- ◉ They have learned that society can react badly to women who assert their own needs and desires.
- ◉ They don't know how to negotiate.

Strategies for Effective Negotiation

- ◉ Identify your own negotiating style
- ◉ Determine your goals
- ◉ Secure supporting and relevant data
- ◉ Be prepared to compromise
- ◉ Exercise empathy and good listening

Identify Your Negotiating Style

Thomas Kilmann Conflict-Handling Modes



Styles

- ◉ Most people have a predisposition for one style but use more than one
- ◉ Different relationships require different styles
- ◉ All styles have advantages and disadvantages
- ◉ Identify your behavioral patterns and tendencies so you can mitigate them

Preparing to Negotiate

- ◉ Set your goals and targets
- ◉ Use your goals and tradeoffs to create an agenda for yourself
- ◉ Consider what matters to the other person
- ◉ Practice negotiating with someone else

Conducting the Negotiation

- ◉ Build trust and goodwill from the beginning
- ◉ Avoid over-empathizing with the other person
- ◉ Be prepared to compromise but don't make concessions too quickly or too willingly
- ◉ When you give up something, do it gracefully and pleasantly

Conducting the Negotiation

- ◉ Listen carefully and listen for ulterior motives, hidden agendas, preconceived notions
- ◉ Respect the other person's power, as well as your own power
- ◉ Don't be discouraged by disagreements
- ◉ Argue your interests, not just your position
- ◉ Monitor in-process and adjust

Concluding the Negotiation

- ◉ End it politely and graciously, even if you are not successful
- ◉ If your goal is critically important, ask to discuss it with someone else
- ◉ Thank the other person for their time and willingness to hear you out

Closing Thoughts

- ◉ Negotiation works everywhere
- ◉ You will not always get what you want by asking but it is unlikely that you will get what you won't if you do not ask at all
- ◉ Negotiation requires preparation
- ◉ Negotiation improves with practice

References

- ◉ Williams, N. & V. Valian, *Tips for effective negotiating*, Unpublished manuscript, Gender Equity Project, Hunter College.
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- ◉ Babcock, Linda and Sara Laschever, 2003. *Women Don't Ask*, Princeton, NJ, Princeton University Press.

Questions?