

Negotiation: Creating Conditions for Leadership Success



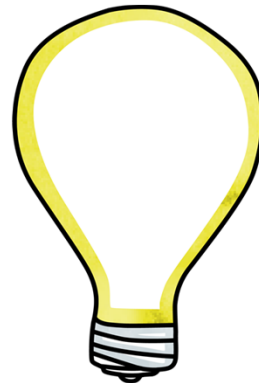
Carol Frohlinger, J.D.



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WHAT DO YOU WANT TO GAIN?

- **Write down 2-3 objectives for yourself**



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SETTING THE CONTEXT

- **As an agent or as a principal?**
- **In a formal situation or in an informal situation?**
- **Which is the best approach to take?**
 - ✓ **Distributive bargaining**
 - ✓ **Mutual gains**

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DEMYSTIFYING NEGOTIATION

- **Negotiation is situational – no absolutes.**
- **Authenticity is key.**
- **Not just about the issues, people matter too!**

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EMOTIONS MATTER

- **Manage your own emotions**
- **Influence the other party's emotions**
- **Be aware of emotions and adjust accordingly**

THINGS WOMEN SHOULD NEGOTIATE FOR

- **Feedback**
- **Access to informal networks**
- **Stretch assignments**
- **Resources**
- **Credit for accomplishments**
- **A voice at the table**
- **Strategic introductions**
- **Sponsorship**
- **Compensation!**

WAYS WE CAN GET IN OUR OWN WAY

1. **Bargaining ourselves down**
2. **“Avoiding” difficult people**
3. **Thinking we can pick up the slack**
4. **Allowing ourselves to be blindsided**
5. **Failing to recognize opportunities to negotiate**



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WAYS TO GET OUT OF YOUR OWN WAY

- **Think of situations where you have been successful (priming)**
- **Think of others**
- **“Power Pose” (Amy Cuddy)**



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THE NEGOTIATION FRAMEWORK

1. Do your homework
2. Set your goals
3. Take stock
4. Consider BATNAs
5. Appreciate their situation
6. Create proposals
7. Anticipate challenges

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UNDERSTANDING BATNA

- **What is a BATNA?**
 - Best Alternative To A Negotiated Agreement?
- **How can I improve my BATNA?**
- **What do I know about their alternatives?**

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PROCESS MATTERS

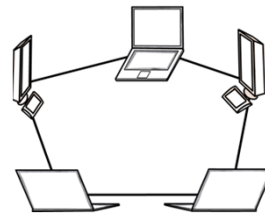
- **Who?**
- **When?**
- **Where?**
- **How?**

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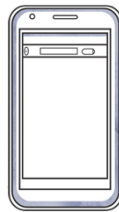
METHODOLOGY MATTERS



Face to face



Virtual



Phone



Email

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IF THINGS GO SOUTH...

- **Interrupt the Move**
Stop the action
- **Question the Move**
Let them explain
- **Divert the Move**
Focus on the problem
- **Name the Move**
Make it clear you know it is a tactic

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OBJECTIVES

- **Apply negotiation principles to real situation.**
- **Practice being able to effectively advocate for your own interests.**
- **Practice creating a context where both parties can do collaborative problem solving/resolve conflict even in difficult situations.**
- **Get feedback.**

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ACTION PLANNING

- **What will you do as a result of this session?**
- **How will you know when you are successful?**
- **How will you hold yourself accountable?**



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YOUR SELF-ASSESSMENT

- | | |
|---|---|
| <ul style="list-style-type: none">▪ What are your strengths?<ul style="list-style-type: none">– Why are these useful?
(Link specific behaviors to benefits to you and others)▪ What can you do to reinforce these strengths? | <ul style="list-style-type: none">▪ What are your vulnerabilities?<ul style="list-style-type: none">– Why are these problematic? (Link specific behaviors to risks to you and others)▪ What can you do to shore up your vulnerabilities? |
|---|---|



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STAY IN TOUCH !

- www.negotiatingwomen.com
-  <https://www.linkedin.com/in/carolfrohlinger>

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