

# NEGOTIATION



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# 1. WHAT IS NEGOTIATION?

1. A DIALOGUE?
2. A COMPETITION?
3. A DEBATE?
4. A FIGHT?
5. A PROCESS?



## 2. Why is it important?

- Politics
- Law
- Policy
- Private lives
- Work situations
- Trade and contracts
- Benefit sharing



## 3. NEGOTIATION STYLE

- Each person has his or her own style/ but it is variable from person to person, and situation to situation
- EXERCISE



# 4.NEGOTIATION SKILLS

- WHAT MAKES A GOOD NEGOTIATOR?
- NEGOTIATING, LISTENING EXERCISE
- CHOOSE PARTNER. NEGOTIATE TO WIN!



## 5. Negotiation topics

1. woman are more balanced leaders than men. If they were in charge, the world would be a better place!
2. Abortion should be freely available, on the choice of the woman alone. No other person should have any say in the matter.
3. Capitalism is inherently more successful than Socialism`?
4. Colonialism did more good than harm to Africa!
5. Guns are necessary to keep the peace!
6. Humans are essentially good.



## 6. Practical negotiations

- **CROCODILE RIVER EXERCISE**

SEE HANDOUT

Achieving unity and clarity on a negotiating team

Assumptions about values

Bargaining to reach a compromise



## 7. Two Basic approaches

- Positional bargaining (distributional negotiations)
  1. Based upon positions
  2. Opponent is seen as an “opponent”
  3. Parties assume the ‘pie’ is fixed
- Interest based bargaining (integrational)
  1. Based upon parties’ interests
  2. Opponent is seen as a potential “partner”
  3. Attempt is made to secure the interests of the parties

EXAMPLE: SEE CARTOON/ ugly oranges



## 8 exercise

- Exercise to test ability to reach interests



## 9. The five negotiating styles

1. Accommodating (likes to help the other)
2. Avoiding (gives in quickly, totally)
3. Collaborating/ Problem solving (win-win)
4. Competing/winning (win-lose)
5. Compromising (make concessions)



# 10. ENHANCERS TO SUCCESS

- Preconditions for a successful negotiation
  1. Identifiable parties willing to engage
  2. Interdependence
  3. Readiness to negotiate
  4. Influence or leverage is available
  5. A vested interest in the outcome
  6. Willingness to settle,
  7. A sense of urgency or a deadline
  8. Willingness of both to compromise
  9. Resources to negotiate (legal, knowledge)
  10. Agreement must be possible, implementable



**Thank you for your attention!**