



SOLENIS

Leadership Program

Leading Others

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AGENDA

- 01 HAVING INFLUENCE USING NEGOTIATION
- 02 BUILD A PLAN TO INFLUENCE AND NEGOTIATE
- 03 DEVELOP OTHERS THROUGH COACHING
- 04 BUILDING THE COACHING RELATIONSHIP
- 05 INDIVIDUAL COACHING PLANS
- 06 USING THE GROW COACHING MODEL
- 07 NEXT STEPS





Mastering Negotiation:

Using influence to get your
needs met

Topic Objectives



Access your own negotiation skills and style



Understand the four critical elements of the negotiating process



Learn positive and negative behaviors when negotiating



Identify steps to the negotiation process as well as strategies you can put to use immediately.



Techniques for breaking a deadlock



CHAT:

How would you describe
using the process of
negotiation to influence
another person?



What is Negotiation?

The Merriam-Webster dictionary defines negotiation as, *“a natural phenomenon marked by gradual changes that lead toward a particular result, or a series of actions or operations directed toward a particular result.”*



CHAT:

What situation required or will require
negotiation skills by you?
(Work or personal life)



ASSESS:

What is your negotiation style?

Answer questions on Page 1 of handout

Negotiating Styles

- Forcing
- Compromising
- Avoiding
- Accommodating
- Collaborating





CHAT:

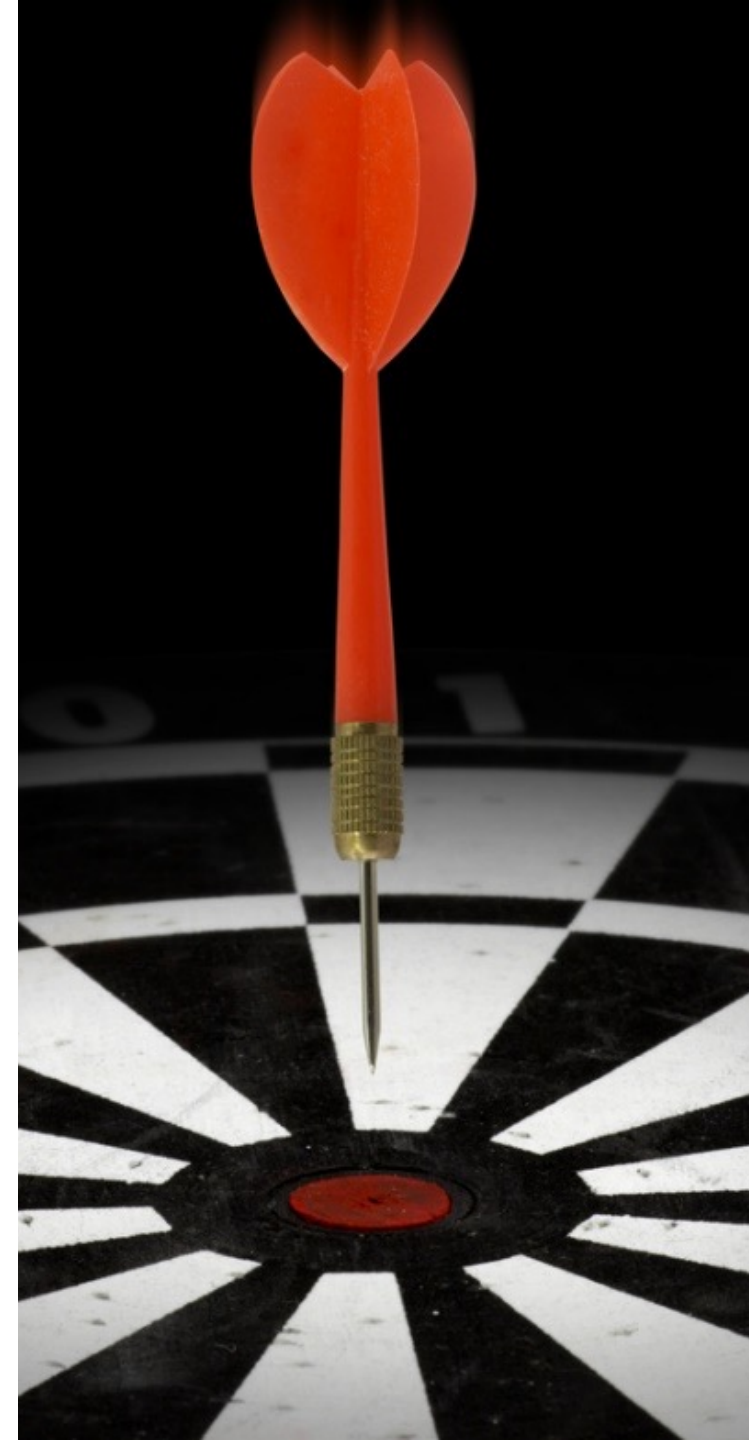
What is your most comfortable negotiation style?

Page 2 of handout

Four Negotiating Objectives

- Win-Win
- Win-Lose
- Lose-Win
- Lose-Lose

Questions to determine your objective





Rules of the Game



Rules of the Game

- You negotiate all the time
- What you want is controlled or owned by someone else
- There are several predictable maneuvers in negotiating
- 3 critical factors:
 - Information
 - Time
 - Power
- Different people want different things

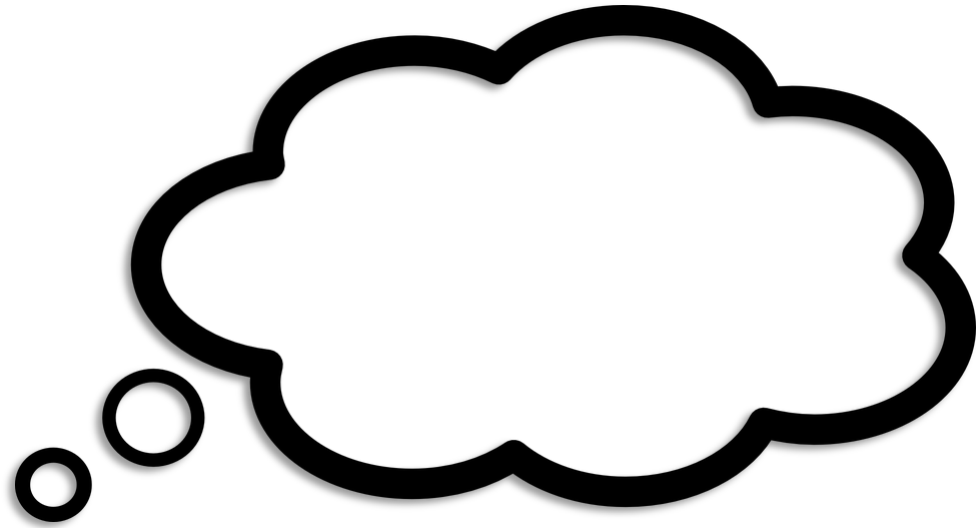


Four Critical Elements of the Negotiating Process

- The View of the Situation
- The Initial Positions
- The Potential Issues
- The Power

The View of the Situation

- Interests?
- Facts?
- Needs?
- What you know?





The Initial Positions

- Perfect agreement in some areas
- Perfect disagreement in some areas
- Partial disagreements

The Potential issues



Possible facts or interests that might pop up or could be totally overlooked.



Power

- Constructive power
- Obstructive power
- Jumping power
- Personal power
- Other

The Art of Negotiating





CHAT:

What have been positive behaviors you've experienced in a negotiation situation?



CHAT:

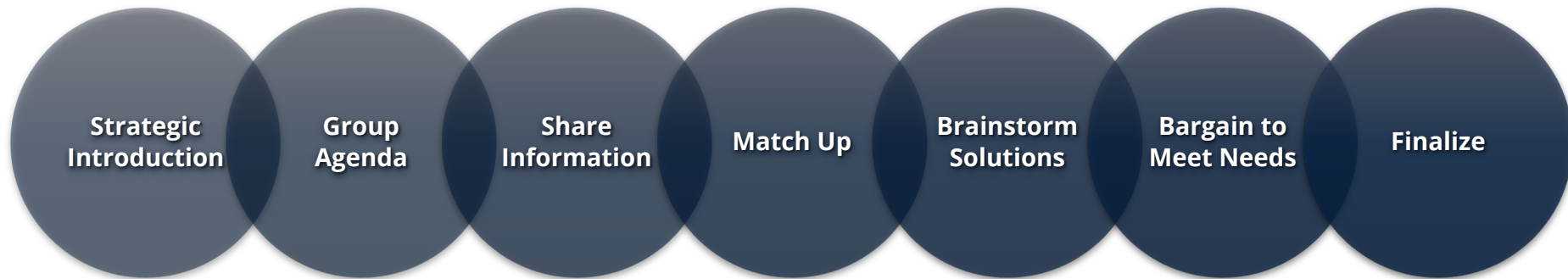
What have been negative behaviors you've experienced in a negotiation situation?



Characteristics of Effective Negotiators

- A Positive Attitude
- Knowledge of the Negotiation Process
- An Understanding of People
- Grasp of the Subject
- Creativity
- Communication

The Seven Steps of the Negotiation Process



Negotiation Strategies

- Relate more effectively
- Explore needs more effectively
- Propose your needs and solutions more effectively
- Agree more effectively





CHAT:

Which strategy do you
need to work on?

Techniques for Breaking Negotiation Deadlocks

- Deadlock 1: Turn Problem Situations into Choice Ones
- Deadlock 2: Turn Solutions into Smaller Choices
- Deadlock 3: Limit the Scope of the Problem
- Deadlock 4: Increase the Scope of the Problem
- Deadlock 5: Take a Break
- Deadlock 6: State the Other Side's Case
- Deadlock 7: Search for Common Interests
- Deadlock 8: Seek Additional Input
- Deadlock 9: Focus on Areas of Alignment



Your Action Plan

**What will you commit to trying
to be a better negotiator and influencer?**