



The Art of Negotiation

Program Overview

The ability to negotiate agreement among diverse stakeholders is an increasingly crucial skill set for leaders in today's higher education environment – where competing priorities and goals are often at play. We need leaders from all corners of the academic arena who can effectively partner to negotiate mutually workable solutions to the challenges we face.

Fortunately, negotiation skills can be learned and continuously improved through practice. In this session, you will learn the fundamental principles and skills of effective negotiation and practice strategies for improving negotiation results. These include:

- Assessing the dynamics at play in a given negotiation
- Recognizing and avoiding common negotiation pitfalls
- Discerning the key interests of each negotiation partner
- Recognizing the steps necessary to properly plan and prepare for a negotiation
- Identifying win-win solutions

During the session, you will apply each skill to a negotiation situation relevant to your work.

Program Objectives

Participants will be able to:

1. Distinguish between interests and positions and apply “interests-based” negotiation concepts to real-world scenarios
2. List best practices to properly prepare for a negotiation
3. Separate the problem from the person
4. Describe strategies to help you identify options for mutual gain and craft win-win negotiation proposals
5. Identify best and worst case alternatives to a negotiated agreement – BATNA and WATNA