

Negotiation Strategy

When difficulties arise it is useful to have skills for working them out. You may already have some very effective skills or you may want to learn the following Negotiation Strategy from Brent Cameron of Wondertree.

This strategy can be used for negotiation between individuals or for negotiating between different parts of oneself. Underlying presuppositions – that everyone (or part of oneself) has a positive intention, that all is optimized in win/win situations, and that agreement is the basis of the relationship.

1. Identify a conflict situation and establish yourself as stepping into the role of facilitator/negotiator. This is done by stating your interest in there being a mutually satisfying, mutually agreed upon solution that meets the needs of all parties. Get agreement from those involved to participate in a win/win negotiation. If you are unable to get and keep this willingness then the possibility of a win/win solution is zero.
2. Thank the people for their willingness to participate, and get them to thank each other or express some kind of mutual appreciation and restate the commitment.
3. Request that each side state in simple, clear, and positive terms their point of view.
4. Ask the other side if they “heard” the point of view. This is not about agreement.
5. Ask each point of view to express the underlying positive intention, what it is that they will achieve or preserve as a result.
6. Ask each side to thank the other side for their statement.
7. Assure each side that they do not have to agree with the other’s point of view, and ask if are they able to understand, appreciate or accept the positive intentions of the other point of view
8. Have each side thank the other side for acknowledging their positive intention.
9. Ask the side you think is most cooperative/flexible to suggest three things he/she would be willing to do to support the positive intention of the other. Stress this is willingness and not commitment. Get the other side to listen and thank the other for the suggestions.
10. Do the same for the other side (three things he/she is willing to do to support the positive intention of the other) and listen for positive overlaps.
11. Ask both sides if they felt that there was any common ground or overlap in the six suggestions and support creative discussion and further suggestions and ideas.
12. Acknowledge both for their participation and encourage them to thank each other and confirm that each side feels that the solution provides a win/win.

Use the above process in your relationships, copy down the points and practice them carefully until they come naturally as a negotiation process.