

Leadership and Associates

Associates are colleagues and others from outside of the organisation whose co-operation helps us to achieve our objectives and goals but over whom we have no authority. The skills needed to gain co-operation include influencing and negotiation.

The Negotiation Process

Negotiating is more successful when each party has taken time to identify their objectives, those of the other party and have planned the process; The key stages are;

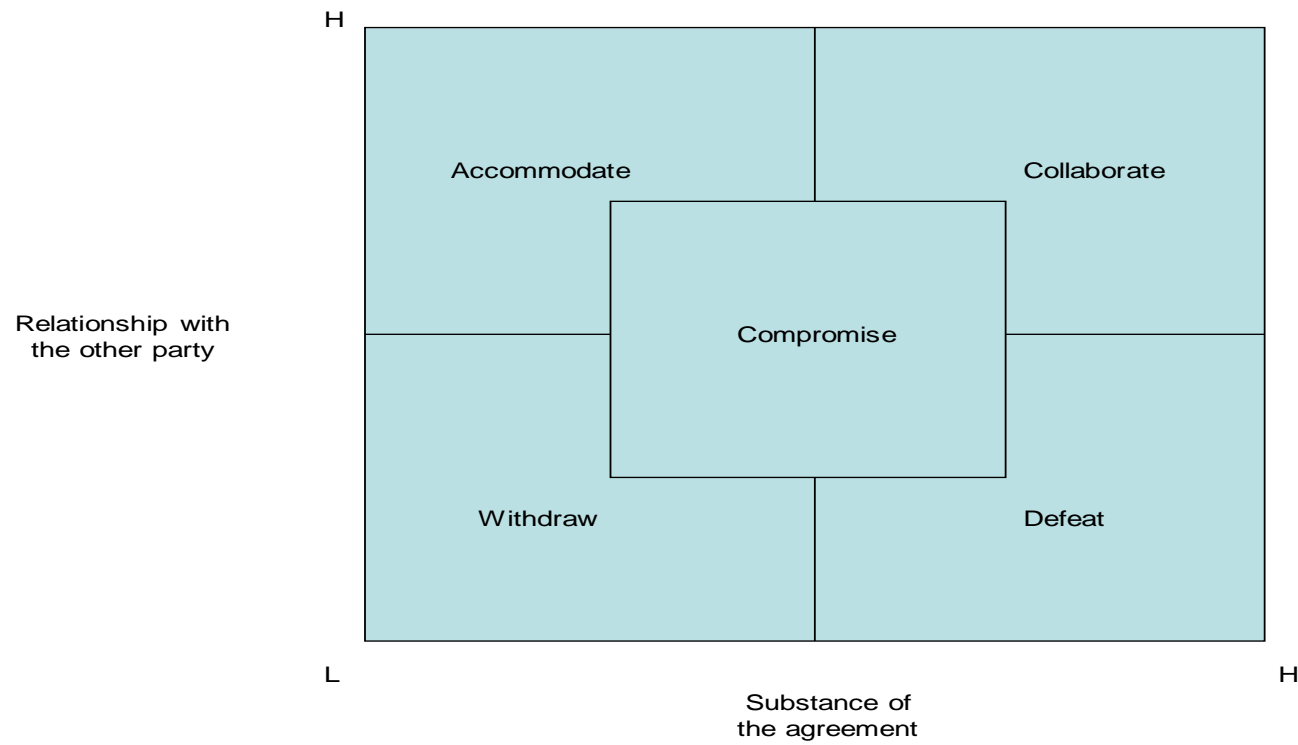
- *Preparation and planning*
- *Exploration and probing*
- *Proposing and packaging*
- *Bargaining, Agreeing and closing*

Exercise

We are going to undertake a couple of negotiation exercises. Listen carefully to the instructions and ensure you understand what you need to do. Take a few minutes to establish your objectives and prepare.

Negotiation Styles

From Fisher and Ury
"Getting to yes"



Successful Negotiation



- *Meets all or most of our interests*
- *Is seen to be fair by the other party*
- *Is concluded efficiently*
- *Is better than the alternatives*
- *Leaves no waste on the table*
- *Leaves no party at a disadvantage*
- *Can be implemented and will last*
- *Leaves both parties with continued or enhanced respect with each other*