

RMR Women in Leadership



**RMR Women in
Leadership Program**



What Happened Since Our Last Session?

Please share in your breakout room:

What are your key learnings and insights from your homework (by yourself or with your accountability partner):

- What behavior did you change?
- What was easy/challenging?
- Where did you get pushback?
- What are your next steps?

Shifting Assumptions about Negotiation

What am I avoiding?

Why? What are my assumptions?



Shifting Assumptions about Negotiation

What is the impact?

How can I REFRAME
my assumptions?

Notes



Preparing for Negotiation

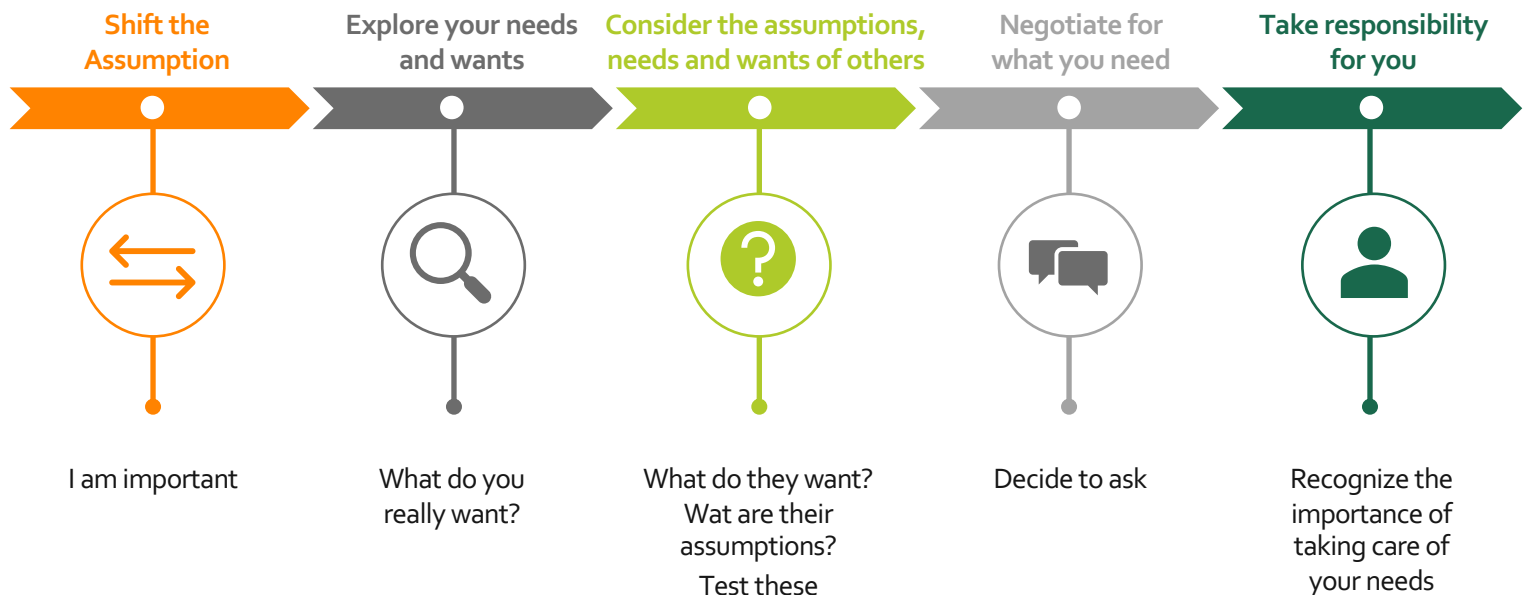
What do I want/need?	What do they want/need?
Position Underlying interests BATNA	Position Underlying interests
Overlap	

Direct Speak

What I want/need:	How to express myself:
	1. State my perspective of the situation or event 2. Say how I feel without blame 3. State my wants/needs clearly
Example: I want to renegotiate responsibility for a task	1. I have been responsible for task X for the past few years. 2. I feel that while I have done a good job at this task, it is taking time and energy away from me doing more strategic work. 3. I would like to have someone else take a turn at this task for awhile.



The 'I am Important' Model



Negotiation: Action Planning

What do I need to do to achieve my goal(s)

What do I need to do?	Target date or check in	How can I measure success in this encounter?
1.		
2.		
3.		
4.		
5.		
6.		
7.		



Negotiate Daily

Start Small

Everyday boundaries

Regularly & Often

Practice helps you
improve

Observe Reactions

Beware the “flinch”

Learn & Adjust

Test and apply to larger
negotiations

Notes

