

NEGOCIACIÓN 2000+

Nancy Ertel (compiladora)
McGraw-Hill, Bogotá, Colombia, 1996
Negociación (Nancy Ertel)

ATENCIÓN A LOS INTERESES

Un fundamento paradigmático de los procesos modernos de negociación y de los mecanismos para manejar los conflictos bélicos, laborales, legales, u otros, radica en que su enfoque principal debe ser el de los intereses de las partes. No sus posturas de negociación, ni su poder de coerción ni sus derechos legalistas.

Es un enfoque hacia los intereses de las partes—sus motivaciones, sus aspiraciones, sus preocupaciones— que permiten la aplicación de la creatividad humana a los conflictos. El análisis del "porqué" y el "para qué" detrás de las peticiones de las partes les permite buscar e inventar maneras de satisfacer a cada uno más efectivamente, que partiendo el bebé a la mitad. La orientación inicial hacia la satisfacción de las partes, y no hacia quien tiene el poder o la razón, permite superar los límites de una visión suma cero y desarrollar el valor adicional que puede producirse con la cooperación de las partes.

Esto no quiere decir que otros factores son irrelevantes. De hecho, el modelo de los Siete Elementos de Negociación, expuesto e ilustrado en varios ensayos, es uno de los más completos que conozco, sin ser redundante o muy complicado. Pero la distinción clave entre intereses y posiciones es una de las contribuciones principales de esta metodología.

CONSIDERACIÓN DEL PUNTO DE VISTA DE LA CONTRAPARTE

La teoría de juegos siempre ha intentado considerar las posibles acciones de la contraparte, para desarrollar estrategias de éxito. Esto, con base en unos supuestos acerca de la fiabilidad de la información y la racionalidad de los actores. Estas suposiciones a menudo se han visto como limitaciones importantes a la aplicación de la teoría de juegos a problemas y conflictos reales, con toda la complejidad que éstos implican.

Pero la orientación hacia tratar de entender a la contraparte no sólo tiene que aplicarse de una manera formal, bajo suposiciones restrictivas. Otro fundamento de las teorías y los métodos detallados en estas páginas es la importancia—no, la necesidad—de entender al otro, aunque fuese sólo para estar en mejores condiciones para disuadirlo. Esta orientación hacia entender al otro no depende de una justificación espiritual. Se sustenta muy fácilmente por un pragmatismo básico: sin entender bien lo que nuestra contraparte quiere lograr, o cómo percibe sus elecciones, es más difícil influir en sus esfuerzos.

También, este énfasis en entender antes de intentar persuadir nace de otra realidad, de un mundo cada vez más pequeño e interdependiente. Son

Negociacion 2000 La Coleccion De Conflict Management

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Nominations of Jeffrey Alan Goldstein, Francisco Sanchez, and Sherry Glied United States. Congress. Senate. Committee on Finance, 2010 **Nominations of Peter M. Rogoff, Francisco J. Sanchez, Raphael W. Bostic, Sandra Henriquez, Mercedes Márquez, and Michael S. Barr** United States. Congress. Senate. Committee on Banking, Housing, and Urban Affairs, 2010 Nominations of Francisco Sánchez, to be Assistant Secretary for Aviation and International Affairs for the Department of Transportation; and Katherine Anderson, Frank Cruz, Kenneth Tomlinson and Ernest Wilson, to be Members of the Board of Directors of the Corporation for Public Broadcasting United States. Congress. Senate. Committee on Commerce, Science, and Transportation, 2003 **Negociación 2000** ,1996 **Guerra y paz en el trabajo** Eduard Vinyamata, 2004 *Técnicas de negociación colectiva* José Luis Monge Recalde, 2004-04 **La política de paz, seguridad y defensa del Estado colombiano posterior a la expedición de la Constitución de 1991** Alejo Vargas Velásquez, 2021-01-01 El libro pretende hacer un recorrido desde un enfoque de formulación de política pública de paz seguridad y defensa de los empujos de diversos gobiernos desde el pionero de Belisario Betancur hasta el actual de Iván Duque para superar el conflicto interno armado colocando un énfasis especial en el rol de una política pública expresamente formulada por el Gobierno de turno Tiene una pretensión pedagógica para los estudiosos de la política pública y para quienes siguen los esfuerzos de la sociedad colombiana en la superación definitiva del conflicto armado Combina una amplia revisión bibliográfica sobre la temática y la experiencia del autor que ha contribuido en varios de estos esfuerzos *Revista de la Academia Colombiana de Jurisprudencia* ,2002 Negociemos Carlos F. Murro, 2001 El negociador autodidacta El conflicto La negociación como rasgo esencial del ser humano Estilos de negociación Negociaciones multipartes Pymes Cómo lograr que los acuerdos sean perdurables Ensayos de paz en medio de una sociedad polarizada Alejo Vargas Velásquez, 1998 Guerra y paz Conflicto armado región y paz Reflexiones y estrategias de paz Los acuerdos humanitarios Las guerras civiles en la historia colombiana La paz comienza por la negociación El Consejo Nacional de Paz Las Universidades y la paz Los Cabildos por la paz Las elecciones y la guerrilla Participación política y conflicto armado Horrores de la guerra Extradición y narcotráfico La guerrilla del Jaime Bateman Cayán Las FARC entre plomo y propuestas de paz Gobernabilidad políticas públicas y conflicto armado El Consejo Nacional de la Paz de la sociedad y el Estado La Comunidad Internacional y la Paz en Colombia Política sociedad y economía Gobernabilidad democrática Crisis política y paz Hay que recuperar la política Qué es la gobernabilidad democrática Crisis política y negociación Tensión social en el Guaviare La sustitución de cultivos ilícitos La revancha del mundo campesino La sociedad en acción frente a los problemas *Guerra, violencia y terrorismo* Alejo Vargas Velásquez, 1999 **Boletín de estudios económicos** ,1997 Equidad y política social en Colombia: Seminario Pobreza y Política Social en Colombia ,1999 Marx vive Jaime Caycedo Turriago, Jairo Estrada Álvarez, 1999 Bibliografía colombiana ,1992 **Equidad y política social en Colombia** ,1998 *Highlights of the International*

Conference on Conflict Resolution, Peace Building, Sustainable Development, and Indigenous Peoples, December 6-8, 2000, the Heritage Hotel, Metro Manila, Philippines ,2001 Construcción de paz.Diseño de intervención en conflictos Franco

Conforti,2018-09-13 En palabras de Johan Galtung tenemos entre manos un importante puente entre dos mundos muy diferentes en su discurso y acción el proceso judicial y la mediación de conflictos Para recorrer dicho puente se abre ante nosotros el abanico completo de intervenciones posibles ante cualquier conflicto desde las ADR Condensa y sintetiza los elementos esenciales de la teoría de conflictos desde las vertientes individual estructural y social Lo hace además reflejando los aspectos teóricos en casos prácticos que ayudan a ver con claridad el proceso Definido el concepto fundamental de conflicto dar paso al análisis de los mismos desde sus dos vertientes posibles la dinámica y la estática En dicho análisis deconstruye el conflicto examinando uno a uno sus elementos da cabida al mundo de las emociones en la generación y resolución de los conflictos planteados así como subraya la importancia del reconocimiento esencial en todo el proceso Para poder llegar a la otra parte de nuestro puente con visión eminentemente práctica que brota de la experiencia plantea en primer lugar el diseño de la intervención tanto desde lo macro en el campo judicial como en lo micro al considerar los conflictos desde la vertiente individual En ese camino recorre una a una todas las herramientas que las ADR ponen a nuestro alcance tanto a nivel individual estructural como social Cierra la exposición con una extensa exposición de casos prácticos que reflejan todo lo expuesto a lo largo del volumen *Aprender del conflicto* Eduard Vinyamata Camp,Fina Dantí

Vilalta,Montserrat Moreno Marimon,Alejandro Máximo Muñoz Belmar,Beatriz Muñoz Maya,Carlota Pallàs Torruella,Pilar Quera Colomina,Genoveva Sastre Vilarrasa,Ramón Alzate Sáez de Heredia,Marta Burguet Arfelis,Nelsa Libertad Curbelo Cora,2003-05-14 Los autores tienen en común su formación en conflictología y su dedicación profesional a intentar establecer las paces y proponer métodos inteligentes de solución no violenta de conflictos reales *Aprender a partir del conflicto* Fina Dantí Vilalta,Montserrat Moreno Marimon,Alejandro Máximo Muñoz Belmar,Beatriz Muñoz Maya,Carlota Pallàs Torruella,Pilar Quera Colomina, Genoveva Sastre Vilarrasa,Eduard Vinyamata Camp,Ramón Alzate Sáez de Heredia,Marta Burguet Arfelis,Nelsa Libertad Curbelo Cora,2020-06-26 A situação em nosso mundo instiga a fazer um esforço para entender os conflitos e tentar encontrar uma saída a partir de metodologias pragmáticas e capacidades de análise cientificamente rigorosas Guerras violenta domina competitividade excessiva tensões políticas severas uma sociedade desestruturada que faz da maioria verdugos e vítimas uns dos outros No entanto existem possibilidades e recursos para enfrentar problemas facilitar a resolução dos conflitos conviver e crescer para ser felizes A educação nesse sentido tem muito a dizer

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