

PREPARATION

What you want to achieve
What you're not willing to give up
Determine if the negotiation is possible
Be aware of what can be compromised
Know the other side
Send the proper team
Understand the agenda
Prepare for long negotiation

CULTURAL DIFFERENCES IN NEGOTIATION PROCESSES

- Negotiation goal – signing the contract or forming a relationship
- Formal or informal personal communication style
- Direct or indirect communication style
- Sensitivity to time -low or high
- Team organization -a team or one leader
- Attitude towards negotiation -win-lose or win-win
- High or low emotions

BUILDING THE RELATIONSHIP

- First stage:
 - Do not focus on business
 - Partners get to know each other
 - Social and interpersonal exchanges
 - Duration and importance vary by culture
- Exchanging info and the first offer
- Persuasion: stage when each side in the negotiation attempts to get the other side to agree its position

DIRTY TRICKS

- Deliberate deception or bluffing
- Stalling: do not reveal when you plan to leave
- Escalating authority: clarify decision making authority
- Good-guy, bad-guy routine: do not make any concessions
- You are wealthy, we are the poor
- Old friends: keep a psychological distance
- Concession and agreement
 - Final agreement signed
 - Concession making: each side relax some of its demands
 - Styles of concession: sequential agreement (each side reciprocates concessions made by the other side) / Holistic approach (each side makes very few concessions until the end of the negotiation)

BASIC NEGOTIATION STRATEGIES

- Competitive negotiation: each side tried to give as little as possible and tries to win for its side
- Problem solving: negotiators seek out mutually satisfactory ground that is beneficial to both companies' interests

Searching Ibues Course Manual

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Nelson Nash**



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