

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

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