Interest-Based Negotiation and Problem Solving Skills For Environmental Professionals

One-Day Workshop Agenda

PART I SETTING THE CONTEXT

- 8:30 Welcome and Introductions
  - Negotiation Exercise/Conversation Starter
  - Solicitation of Participants’ Interests
  - Goals

- 9:00 What Makes a Negotiation?
  - Demonstration
  - Definitions
  - Small Group Dialogue

- 9:30 Context: Negotiations within the Energy Industry
  - What are your most challenging situations?
  - Characteristics
  - Interests
  - Leverage and Power

10:00 BREAK

PART II UNDERSTANDING NEGOTIATION

- 10:10 Context: Personal Negotiation Styles
  - Approaches to Responding to Conflict

- 10:20 Approaches to Negotiation
  - 10:20 Value Claiming vs. Value Creating & Exercise (short scenario, same facts except that one half of the group is told to bargain hard to get as much as possible and the other half is told to be as creative as possible, compare the outcomes and processes)
  - 11:00 Integrated Bargaining (include steps in the negotiation process)
  - Introduce Preparation Sheet
  - Exercise … identify interests/needs (Jon plays the role of a regulator, class asks questions to understand what is important to him)

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PART III NEGOTIATION PLANNING AND STRATEGY

- 1:00 Analyzing a negotiation (continue with the prep sheet)
  - Interests (reminder of morning session)
  - ZOPA (reservation price, aspirational goals)
  - BATNA and WATNA
  - History and future
  - Building relationships
  - What questions do you have (other)?
2:00 BREAK

2:10 PART IV SKILLS FOR NEGOTIATION

- 2:10 Negotiation Toolbox
  - Asking Questions
  - Listening
  - Challenging Assumptions
  - Reducing Mistrust

- 3:00 Negotiation Role Play and Debrief

- 4:30 Review, Wrap-up, Evaluations