

# Think Power Negotiate Well



slideshare  
Present Yourself

Terri Griffith #PIM



The Plugged-In Manager

[ThePluggedInManager.com](http://ThePluggedInManager.com)

Imagine a world where it was  
simply understood that  
women were the best  
negotiators &  
change managers

# Worksheet

“Describe your last negotiation  
in outline form”

What were the key aspects of  
the negotiation?

**“Women Underestimate Their Abilities Compared to Men”**



<http://quickbase.intuit.com/blog/2012/06/06/career-advice-from-sheryl-sandbergs-hbs-commencement-speech/>

# Depressed Entitlement Effect

Jost, 1997

\$8.22    \$9.73

“Highly readable,  
thoroughly researched,  
and important . . .  
should be read by  
anyone with a fear of  
negotiating, male or  
female.”

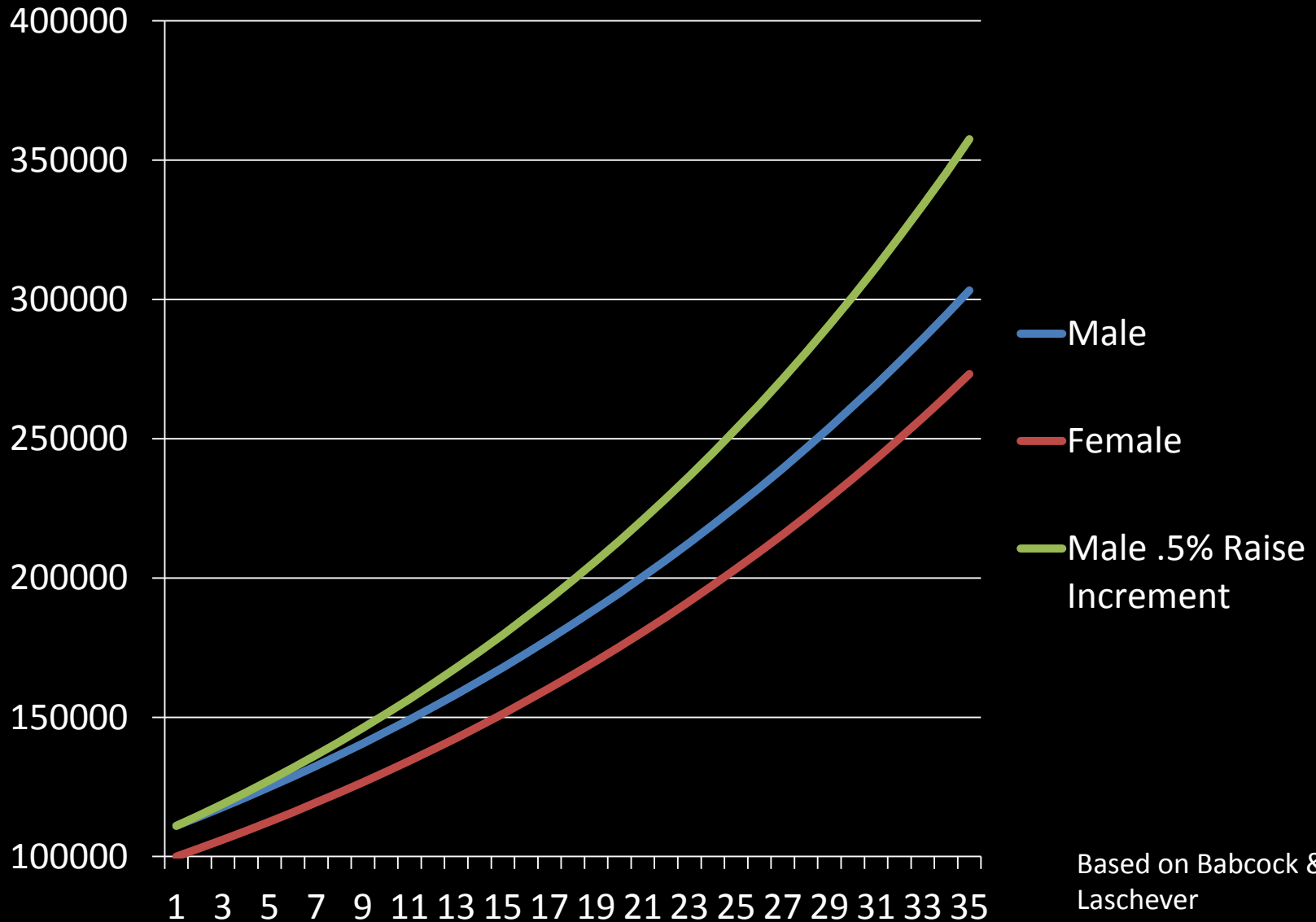
—*New York Times*

The High Cost  
of Avoiding  
Negotiation—  
and Positive  
Strategies for  
Change

# Women Don't Ask

Linda Babcock  
and Sara Laschever

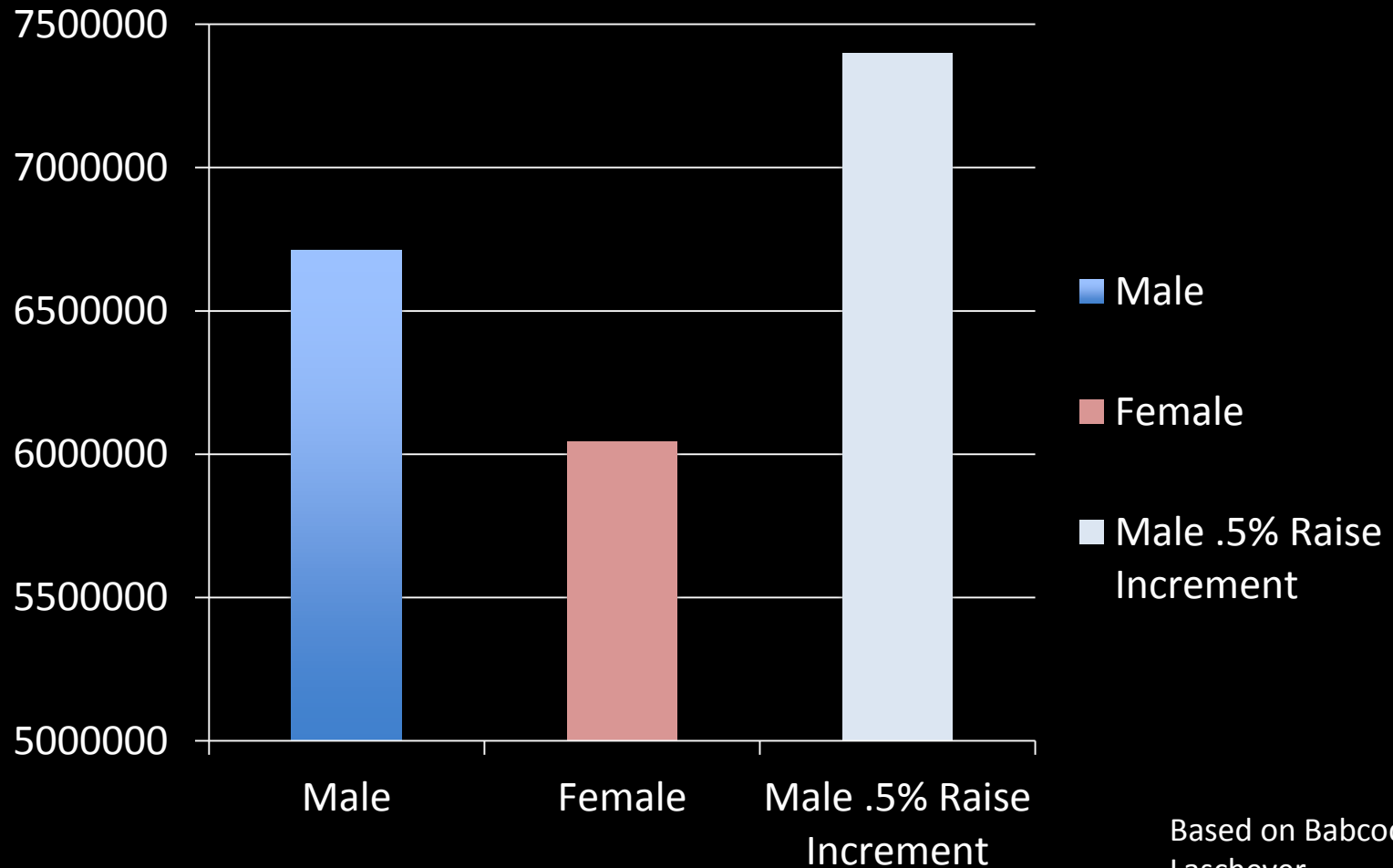
# Negotiation's Impact Over Career



Based on Babcock & Laschever  
<http://bit.ly/MhNuVy>

# Post-MBA Earnings

35 Yr Total



Based on Babcock & Laschever  
<http://bit.ly/MhNuVy>





<http://www.flickr.com/photos/toffehoff/244870162>

**“If you are offered a seat on a rocketship, don’t ask what seat, just get on.”**



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Find Your Power Place

*“scientia potentia est”*

**Knowledge is Power**

Attributed to Thomas Hobbes 1658

Not what people want, but  
why they want it

... and finding ways to  
address underlying  
preferences/priorities that  
satisfy your own





**B**est  
**A**lternative to  
**T**he  
**N**egotiated  
**A**greement

...BATNAs can be power too

# Be Strategic In Your Preparation

- **What's your BATNA?**
- **What's the other party's BATNA?**
- **What are the issues & outcomes?**
- **What are the other party's issues & outcomes?**
- **How are the outcomes valued?**
- **Strategies and techniques you can apply?**



	Project Lead	You	Other Team Member
<b>Start Date</b>			
Today	+7	+7	-2
Next Week	+6	+6	-1
Two Weeks	+5	+5	+5
<b>Project Deadline</b>			
1 Month	+4	-4	-4
2 Months	+2	0	0
3 Months	-1	+1	+1

# Getting the Details

- Ask Questions
- Give Information
- Offer Packages – For 2 Reasons
- Add Issues
- Break Issues Apart

A GOOD COMPROMISE  
LEAVES EVERYBODY MAD.



WBA

Think Power  
Set the Scene  
Trade-Off  
Solve Puzzles  
*Create Value for All*

THE INTERNATIONAL BESTSELLER



**GETTING**

TO

**YES**

UPDATED  
AND  
REVISED

**NEGOTIATING AGREEMENT  
WITHOUT GIVING IN**

ROGER FISHER AND WILLIAM URY  
AND FOR THE REVISED EDITIONS BRUCE PATTON  
OF THE HARVARD NEGOTIATION PROJECT

*"Highly readable... James Bevan of Business Week  
says it goes 'beyond psychology' to help you."*

# Negotiating Rationally



**MAX H. BAZERMAN  
MARGARET A. NEALE**

Negotiation...

It's not just for deals:

THE  
**PLUGGED-IN**  
MANAGER

GET IN TUNE WITH  
YOUR **PEOPLE, TECHNOLOGY,**  
AND **ORGANIZATION** TO THRIVE



TERRI L. GRIFFITH

Foreword by **John Hagel III**, Bestselling Author, *The Power of Pull*

THE  
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- Using All Your Resources
- Being Effective in Your Job
- Being Effective in Your Teams
- Being Effective in Your Leadership of Others



**B**usiness objectives

**U**niverse (context, history)

**I**nformation needs

**L**aws (policies, required procedures,  
regulations)

**D**ynamics (timeframe, sequencing)

**E**vents (milestones)

**R**each (magnitude)

You Have to Ask

Would The Plugged-In Manager be good for an on-boarding goodie bag?

Do you know any Plugged-In Managers who would do 20 minutes of scenarios for our scoring key?

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