

Negotiation Strategies

By

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Instructor

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Class Meeting

- From June 8, 2021 to July 30, 2021.
- Every week, we meet on...
- Tuesday, 9:00 to 12:00 (CST)
- Friday, 14:00 to 17:00 (CST)

Learning Plan

Every meeting, we have 3 hours.

- The first half time or about 1:25 hours will be PowerPoint and Lecture.
- Then, we have a break about 10 minutes.
- The second half time or about 1:25 hours be discussion, short presentation, oral test, and any other class activities.

There are 400 points / 4
= 100 percent

- 10 assignments and each assignment is worth 10 points = 100 points
- 5 points for each attendance = 50 points
- 50 points for Individual PowerPoint Presentation
- Midterm Exam = 100 points
- Final Exam = 100 points

Negotiation

- Negotiation occur all the time in everyday life, in business world, political and legal world, financial & education world and so forth.
- Negotiation is a strategic nature which has the main objective to reach an agreement that is acceptable for all parties.

Factors that affects negotiation

- - Culture and tradition
- - Information and distribution of information
- - Expectation of each party
- - Psychology, behavior
- - Personalities, motivation
- - Deadline and timing
- - Etc.

What are the definitions of negotiation?

- 1. Negotiation is a discussion aimed at reaching an agreement that satisfy the need of each party.
- 2. Negotiation is a process in which two or more parties resolve or come to a mutual agreement.
- 3. (Your definition...)

What are the five
best practices for
negotiators?

The answer is...

Five Best Practices for Negotiators.

- 1. Be Prepared.
- What do you need to prepare?
 - - Information about the oppositions
 - - The goal of this negotiation
 - - The pros and cons of each option

Five Best Practices of Negotiators.

- 2. Diagnose the fundamental structure of the negotiation.
- Why do you need to know the structure of the negotiation?
- Because we can plan and choose our best strategies or tactics.

Five Best Practices for Negotiators.

- 3. Always has plan B.
- Why?
- If something does not work the way you think, you must have plan B or second best alternative in your hand.

Five Best Practices of Negotiators.

- 4. Be Willing to Walk Away.
- Why?
- Your goal is to win, not to agree with the other side.
- If you can't win and seem to lose big, then walk away. Do not settle for less.

Five Best Practices for Negotiators

- You suggest the last of five best practices for negotiators.

Two degree of dimensions

- 1. The degree of assertiveness in negotiation.

High degree of assertiveness:

I prefer my only my solution or only my way. I don't care about your solution.

Two degree of dimensions

- The degree of cooperativeness in negotiation.
- High degree of cooperativeness:
 - I prefer to work with you. Find the best solution for both of us.

Five Conflict Management Styles.

1. A competing style: high on assertiveness and low on cooperativeness
 - Want to win all, to win big
 - My solution is the best
 - I am right and you are wrong
 - love to compete and the process of compete
 - I want power and control

Five conflict management styles

- 2. An accommodating style: low on assertiveness and high on cooperativeness
 - - Offer a win-win plan, but I win more and you win less.
 - - You win less is better than you win nothing.
 - - I understand your how you feel.
 - - We can work together
 - - I want to be your friend

Five conflict management styles

- 3. Collaborative Style: High on both assertiveness and cooperativeness
 - - We must work together or we both fail.
 - - Situation is we can both win or both lose.
 - - Must have joint efforts

Five conflict management styles

- 4. Compromising Style: Moderate on both assertiveness and cooperativeness.
 - - I will do this if you do that.
 - - Set a condition, a condition has to be met
 - - I will step back only if you do the same.
 - - I will get half and you get the other half.

Five conflict management styles

- **5. An avoiding style:** Low on both assertiveness and cooperativeness
 - - I don't want to fight with you.
 - - You can have it all.
 - - I prefer not to get involved
 - - It doesn't worth fighting for

Question: which is
the best conflict
management style?

The answer is....

Question: which is
the best conflict
management style?

The answer is it depends on the situation and your
objective.

What are the reasons
that people use
avoidances to handle
conflicts?

The answer is....

What are the reasons that people use avoidances to handle conflicts?

- 1. Believe that there is no conflict at the beginning
 - - I can fix everything, no problem
 - - I can do something before it becomes conflict

What are the reasons that people use avoidances to handle conflicts?

- 2. Denial
 - - If I close my eyes, it will all go away
 - - Make believe that conflict isn't there

What are the reasons that people use avoidances to handle conflicts?

- 3. Shift responsibility
 - I will let my father take care of it.
 - I will let my lawyer take care of it.
 - It is not my fight.

What are the reasons that people use avoidances to handle conflicts?

- 4. Avoid by intimidating
 - - don't start, or you will be sorry
 - - I warn you to stay away from me

What are the reasons that people use avoidances to handle conflicts?

- 5. Avoid by claiming hopelessness
 - - It is no use to fight
 - - If we fight, we will lose more.

What are the reasons that people use avoidances to handle conflicts?

- 6. Avoid and get out of situation
- You are angry with me is your problem, and walk away.
- Do it your way, and can we move on please.

What are the reasons that people use avoidances to handle conflicts?

- 7. Avoid based on no time or not a proper time to fight
 - - I am busy
 - - I have something else more important to do

Assignment # 1 (10 points)

- 1. What are the reasons that people use avoidance as a strategy to handle conflicts? Explain.
- 2. You are in the middle of preparing for a very difficult exam. Your sister wants to fight with you about her turn to use the computer in your home. Suggest one avoidance strategy to handle conflict. In your opinion, is this a strategy for a coward? Why or why not?

Assignment # 1

- 3. List and explain five conflict management styles?
- 4. If you have a conflict with a big, rich, and powerful man, in your judgment, what is the most suitable conflict management styles? Why?
- 5. In general, which is the best conflict management style?