

Negotiation Strategies

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Success in Negotiation Strategy requires both leader and leadership

What is the definition of leader?
What is the definition of leadership?

What are the definitions of leadership in negotiation process?

- ▶ - A **position** of being a leader of negotiation team.
- ▶ - An **action** of leading a negotiation team.
- ▶ - A **process** of psychological influence which maximizes the efforts of team members towards the achievement of a goal, set by the negotiation team.

What are five
leadership styles?

The answer are...

Leadership Styles

1. Autocratic Leadership
2. Authoritarian Leadership
3. Democratic Leadership
4. Free-Rein Leadership
5. Maternity Leadership

Autocratic Leader

- ▶ Make decisions or give orders without consulting others
- ▶ One-man-show management or “I know it all.”
- ▶ Good for emergency situation
- ▶ Good for negotiation process that needs a clear and simple direction

Authoritarian Leader

- ▶ Want team members to obey orders strictly
- ▶ Do it my way, or highway management
- ▶ Often use fear and punishment to control team members
- ▶ Good for a negotiation process under the power and authority such as army or police force

Democratic Leadership

- ▶ Information is shared and distributed to all team members
- ▶ Brainstorming is a vital process
- ▶ Good for complex negotiation process or situation that requires different ideas, many angles of perspectives, new ideas, and strange ideas of resolving the problems

Free-Rein Leadership

- ▶ The leader sets the objectives and delegates the works to team members
- ▶ Team members are free to do to achieve the objectives
- ▶ Teamwork is warmth, friendliness, and understanding
- ▶ Good for negotiation process or situation that team members are hard working, high qualifications, and able to provide a high performance of work

Maternity Leadership

- ▶ The leader must be an expert due to his or her long experiences
- ▶ The leader takes care their team members like mother to children
- ▶ Teamwork is like a big family
- ▶ The leader will teach team members what to do and how to do
- ▶ Good for the negotiation process or situation that require an expert who can be accountable for

Which type of leadership styles is the best for negotiation process?

The answer is...

Which type of leadership styles
is the best for negotiation
process?

It depends on the situation and
expected outcomes.

Sometimes the combination of
leadership styles is required.

3 Domains of Leadership Judgment

By Noel Tichy

Three Domains of leadership Judgment

- ▶ 1. Judgment about people:
- ▶
- ▶ Leader has to show the good judgment about people by...
- ▶ - Putting the right people to the right position, the right time and the right team.

Three Domains of leadership Judgment

- ▶ 2. Judgment about strategies:
- ▶ Leader has to show his good judgment about choosing the best strategies by....
- ▶ - Choosing the best strategy for the right negotiation process and be able to implement strategies and achieve the goal.

Three Domains of leadership Judgment

- ▶ 3. Judgment in time of crisis:
- ▶ Leader must show his good judgment in time of crisis, conflict, and emergency situation by...
- ▶ Not being panic, and solving the problem step by step, and trying to change the crisis, conflict, and emergency into **opportunity**.

leader

A person who has an ability to add values to the negotiation process by motivating and influencing team members to accomplish goals.

Seven Habits of an Effective Leader.

By Steven Covey

Seven Habits of Effective Leader

- ▶ 1. Be Proactive
 - ▶ - Leader must be prepare all the times.
 - ▶ - Leader must be ready at all times.
 - ▶ - Leader must prevent the problems from happening, not wait until the problem happen and try to solve.

Seven Habits of Effective Leader

- ▶ 2. Think with the end in mind
- ▶ - Leader must think what and how the negation process, the problem, the conflict will end.
- ▶ - Leader must have ability to see the future of conflict, negotiation process, opportunity, threats, and etc.

Seven Habits of Effective Leader

- ▶ 3. Put the first thing first
- ▶ During the negotiation process,...
- ▶ - Leader must be able to classify what is important and what is not important in life, in organization.
- ▶ - Leader must do what is the most important thing first.
- ▶ - Leader must not spend too much time on what is less or unimportant.

Seven Habits of Effective Leader

- ▶ 4. Think win - win situation
- ▶ - Leader must negotiate to win and let the other side also win.
- ▶ - Leader must win more and let the other side win less.
- ▶ - Try to kill two birds with one stone.

Seven Habits of Effective Leader

- ▶ 5. Try to understand and then to be understood
- ▶ - Leader must understand the negotiation process or situation around you, your staff, your team, and the objectives.
- ▶ - Leader must be open in the way that let the other side understand what he wants and what he thinks is important.

Seven Habits of Effective Leader

- ▶ 6. Synergy ($1 + 1 = 3$)
- ▶ - Leader must know how to work with other, with team and produce more output.
- ▶ - Leader must work with other who has an outstanding skill or knowledge that you don't have.

Seven Habits of Effective Leader

- ▶ 7. Sharpen your saw
 - ▶ - Leader must have an up-to-date knowledge, technology, and skills
 - ▶ - Leader must know the news and new information around you and your organization.
 - ▶ - Leader must be alert with the other parties

Michael Hammer's view of leader

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Michael Hammer's view of leader

- ▶ 1. Vision
- ▶ - Leader must have vision or see and know where to go for the proper direction.
- ▶ - What the team will do or will move in the near future?

Michael Hammer's view of leader

- ▶ 2. Communication
- ▶ - Leader must be able to communicate and convince team members to move on the same direction.
- ▶ - Make team members to understand and believe in your vision.
- ▶ - Make team members share your vision.
- ▶ - Make team members do things to achieve your vision.

Michael Hammer's view of leader

- ▶ 3. Commitment
- ▶ - Once leader have a proper vision, commit himself to plan and set a goal to achieve.
- ▶ - Leader must not change your mind easily.
- ▶ - Leader must commit himself to achieve the vision.

The Eight Universal Laws of Leader

By Peter Drucker

The Eight Universal Laws of Leader

1. Integrity First

- Leader must be a good person and do the good things and the right things.
- Leader must have good work ethics
- Leader must understand good governance.
- Bad person is a bad leader.

The Eight Universal Laws of Leader

2. Know your stuff

- Leader must have an up-dated knowledge about his or her work, duty, and organization.
- - Leader must master his or her knowledge.

The Eight Universal Laws of Leader

- ▶ 3. Declare your expectation
 - ▶ - Leader must let others know what he expects of them.
 - ▶ - Tell them what is vision, objectives, and goals.

The Eight Universal Laws of Leader

- ▶ 4. Show Uncommon Commitment
 - ▶ - Leader must not give up easily.
 - ▶ - Leader must keep on focusing until his vision is realized.

The Eight Universal Laws of Leader

- ▶ 5. Expect positive results
- ▶ - Leader must be optimistic.
- ▶ - Leader must be cautious but positive.

The Eight Universal Laws of Leader

- ▶ 6. Take care of your people
 - ▶ - Leader must know how to take care of his team members.
 - ▶ - Leader must be fair in treating his team members.

The Eight Universal Laws of leader

- ▶ 7. Put duty before self
- ▶ - Leader must act on behalf of objectives, and team members first, himself later.
- ▶ - Leader can not act in his own interests.

The Eight Universal Laws of Leadership

- ▶ 8. Get out in front
 - ▶ - Leader must lead in the front, not hiding from people and problems.
 - ▶ - Leader can not avoid his responsibility.

Assignment # 7 (10 Points)

- ▶ 1. List and explain the three domains of leadership judgment.
- ▶ 2. List and explain seven habits of an effective leader by Steven Covey. In your opinion, which one the most important habit? Why?
- ▶ 3. Explain Michael Hammer's view of leader?
- ▶ 4. What are the eight universal laws of leader by Peter Drucker? From your observation, which law that many leaders do not have it clearly? Why?