

The CHOICE Connection

Positive strategies. Practical solutions.

constructive
CHOICES
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June 2011 "Negotiating Alliances"

Volume 5, Issue 6

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Negotiating Agreements - A Reflection

Tools and Resources - A Sample

CHOOSE TO...

Negotiating Agreements - *A Bit of Wisdom ...*

When a negotiation stalls ... change something:

Location

Timetable

Specifications

Shape of money

The Negotiator or a team member

Tools and Resources - A Sample

Exercising Influence (2007) ~ B. Kim Barnes

Negotiating Across Cultures – best model I have seen

<http://www.crossculture.com/services/n>

Quotable Quotes

"Competition has been shown to be useful up to a certain point and no further, but cooperation, which is the thing we must strive for today, begins where competition leaves off." ~ Franklin D. Roosevelt

"To every thing there is a season...a time to keep silence, a time to speak." ~ Ecclesiastes 3:1,7

"You think me a child of circumstance; I make my circumstance." ~ Ralph Waldo Emerson

A Reflection on Negotiating Agreements



This year has proven to open itself up in some amazing ways. Not only have I had the great fortune to learn the mechanics of negotiation, I have also been given the opportunity to practice some skill building in this art of communication.

The negotiations I have entered into are not earth shattering, nor "life and death" concerns. Yet, they have made me realize that the longer one puts off the need for negotiating a "better outcome" the more

[egotiating-across-cultures/](#)

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stressful my daily life becomes. And, wouldn't it be wonderful if I quickly took in a bit of the wisdom I have gained and put it to use.

Why is it we shy away from the conversations that we believe may create angst?

Could we believe that one conversation to facilitate a mutually beneficial outcome has, at its very heart, an opportunity to strengthen a relationship?

The reading I have taken on in the pursuit to understand "negotiation" guided me to explore the topic of influence and how we might learn to exercise our influence to make things happen. So, I know I am a softie when it comes to conflict and I was immediately drawn to the concept of influence. Yes, this is the positive outlook I want to take on - an opportunity to hear it all, listen deeper and practice effective languaging.

There is a framework to consider language strengths around receptive and expressive behaviors. Receptive language and behaviors will have you inquire, facilitate, attune and listen. Your expressive language and behaviors are demonstrated when you tell, sell, enlist and negotiate. We each have some of these skills and to sharpen your influence skills, think balance - balance in your language and your behaviors.

Begin your reflection on your power of influence with these questions:

What is it you want to influence?

What would success look like? (results)

How well do you influence one another? (relationship)

What else is going on? (context)

How will I achieve results (approach)

May your wisdom and strength in the language you share influence yourself and others to create a harmonious world,

Jean



CHOOSE to...

... understand from a position other than your own ... ask questions for clarification deeper connections to your wants and those of others ... move forward in positive reflection ... strive for the winning agreement.

...think differently about time today ... consider the agreement you will negotiate to make time work for you and not against you today ... use it ... spend it ... work with it ... consider the moments, not the hours ... the memory of its gift

... influence thoughtfully ... work towards a mutually beneficial outcome ... understand your receptive and expressive behaviors and language ... understand others and strengthen your relationships.

Administrivia

My Constructive Choices Audience...

- * Professionals wanting to be at choice in their career and daily work,
 - * New Managers (and aspiring leaders) transitioning to establish a leadership role in their communities,
 - * Individuals wanting to sort through the choices, build a more fulfilling life, lift their voices, and...
 - * Coaches who choose to step out, show up, and say - *YES, it IS all about YOU!*
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