

Integrative Negotiation?

Negotiation is a term that should be understood in a broad sense: it refers to any interaction between entities, individuals or groups that aims to achieve a result together. Negotiation is part of our daily lives but, most of the time, we do not perceive ourselves to be in a negotiation and consequently we will be less effective. Indeed, when the stakes are high, the approach taken to the negotiation should be seen as equally important and, as such, should not be conducted in a purely intuitive way. Intuition can help but it is not enough. An integrative negotiation is prepared, structured, developed, and adapted according to the context and the people. There are several different approaches and styles. It involves the establishment of specific tools, techniques, mechanisms and skills. Becoming an expert in integrative negotiation is a matter of science and art. It is an exciting learning experience and can nourish a life.

Situations

Our clients call on us to help them set up an integrative negotiation or put a poorly started negotiation back on track. Interpersonal, inter-company, intra-company negotiations. Multi-stakeholder negotiations. Multicultural negotiations. Negotiations in the private sector, in the public sector. Negotiation covers a wide range of situations: a meeting which is anticipated to be difficult, a meeting where major interests must be discussed, social or commercial negotiation, in a contentious or non-contentious context, judicial or not, resumption of contact with a key interlocutor, establishment and maintenance of long-term strategic relations, ...

Methodology : between training and coaching

We assist our clients, mostly in the background, through training and coaching. We help them to:

1. clarify the elements of the context, the framework, the parties involved, the issues, the objectives, the obstacles, ...
2. structure the meetings (when, where, who, what, timing, ...) and creating the framework (confidentiality, agenda, power, ...)
3. work on the necessary skills including communication (listening, questions, ...), management of emotions, integrative negotiation (climate of trust, translation into interests, creation of options, comprehensive offer packages,...), distributive negotiation (thwart bluffs, know the pitfalls, generate quantified options, ...)
4. prepare the specifics and debrief for each meeting
5. select and use the best available resources to increase the chances of success
6. change or refine the strategy based on the information collected and the behaviours adopted
7. stimulate creativity
8. do not lose sight of the goal to be achieved and manage the emotional aspects
9. finalise formal or informal agreements in a professional manner
10. establish follow-up