



EURORDIS

Session 2: Negotiation.

<https://hvf-international.com>



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Disclaimer

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About HVFC



We help you to do good, better.

We are here with you every step of the way, be it in fundraising, programming, internal capacity, or any other essential ingredient, so that you can focus on doing what you do best, better.



FUNDRAISING

Diversify your funding

Do you want to create your own funding opportunities?



IMPACT

Power your programming

Are you looking to achieve more with the same resources?

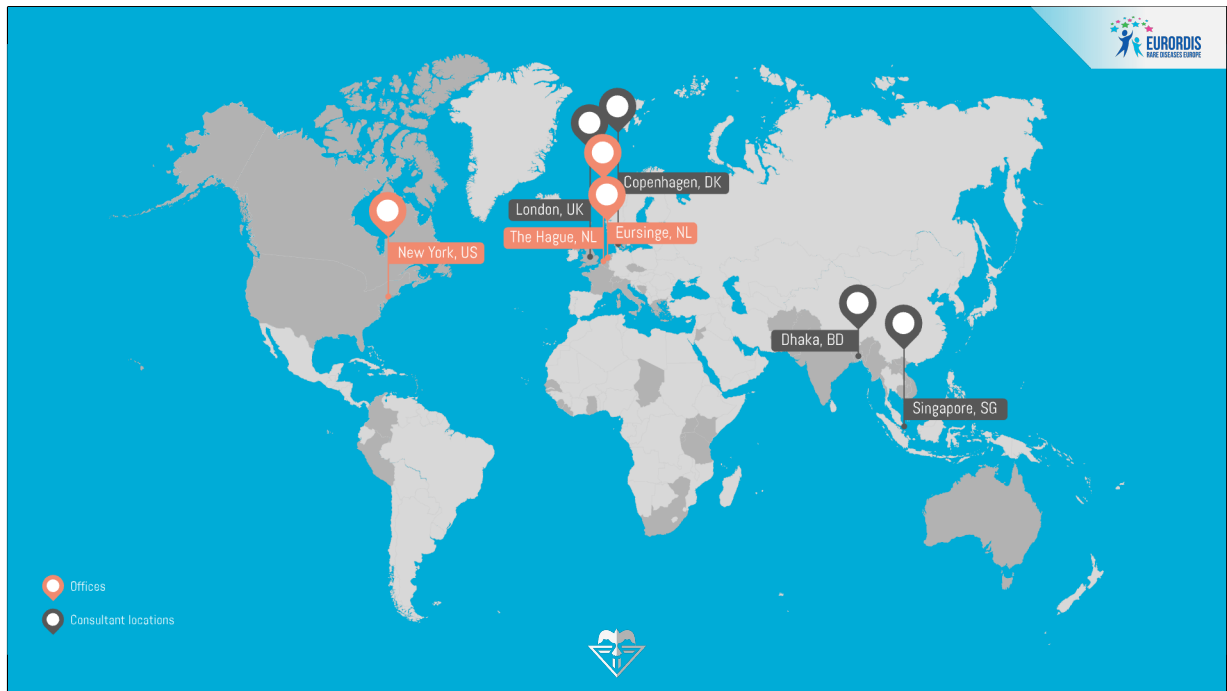


TALENT

Boost your capacity

Do you want to bring your team further and develop their talent?





Program

DAY 1 ➤ Advocacy Skills | October 1st

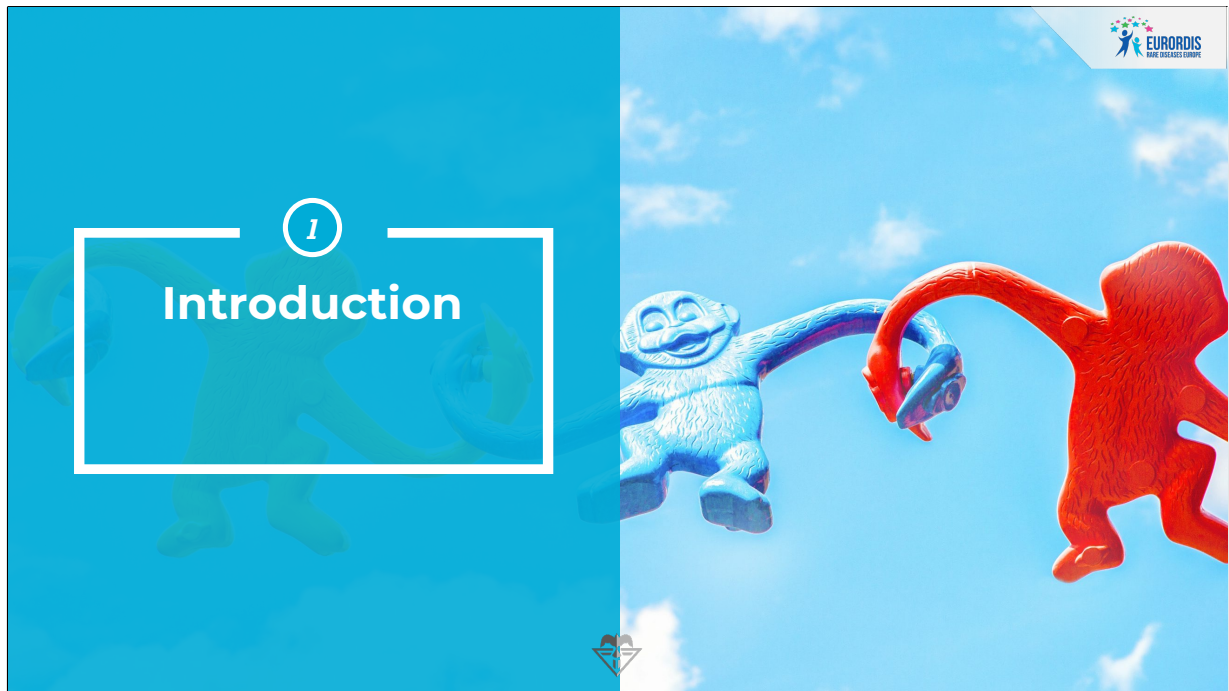
DAY 2 ➤ Negotiation Skills



Program today

- 1** Introduction
- 2** Types of negotiation.
- 3** The principles of negotiation.
- 4** To summarize.





What is advocacy?



So what is negotiaion? Is this where do you see the negotiation?

 **Exercise**

Think about the following question:

“Is this a picture of a negotiation? If so, what negotiation do you see?”



Collect answers plenary:


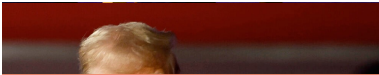
Ask the group: what was the last time you negotiated?



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Types of negotiation

Types of negotiation

	 SOFT	 HARD
Participants	Friends	Opponents
Goal	Agreement	Victory
Relationship	Concessions to maintain the relationship	Concessions as a condition for the relationship
Problem and Relationship	Soft on both	Hard on both
Trust	Trust the other	Distrust the other
Position	Easy to change	Dig in
Style	Make suggestions	Threaten
Outcome	Give up desired outcome	Deceive about desired outcome
Consideration	Accept unilateral losses	Demand unilateral profit
Response	Seek a single answer that satisfies the other	Seek an answer that satisfies yourself
Insistence on	Agreement	Position
Willpower	Avoid the conflict	Win the conflict
Pressure	Yield	Exert



What kind of negotiator are you?

Question	Never (1)	Rarely (2)	Sometimes (3)	Regurly (4)	(almost) Always (5)
1 yield (give in) to the wishes of other parties.					
2 explore the issue until I find a solution that both I and the other party are truly satisfied with.					
3 I try to reach a compromise.					
4 avoid a confrontation over our differences.					
5 I push my own viewpoint through.					
6 I agree with the other party.					
7 stand up for both my own and the other party's goals and interests.					
8 emphasize that we need to find a middle ground.					
9 circumvent disagreements where possible.					
10 I try to gain an advantage.					



Why is this important to know?

- Form the right negotiation team, be aware of your primary response.

What kind of negotiator are you?

Yielding (give in): add up questions 1 & 6

Problem-solving: add up questions 2 & 7

Seeking compromise: add up questions 3 & 8

Avoiding: add up questions 4 & 9

Forcing, competing: add up questions 5 & 10







We talk about a long term objective, one that goes well beyond the actual “sell” or buying. There, it does not matter if the relationship is ruined or not. With negotiation there is focus on the future. So the actual two that are negotiating in this picture are the couple perhaps.

Step **1**

Separate the factual, substantive discussion from the relational dynamics when progress is hindered and give attention to both.



Think about your own and the other parties emotions (and preferences / style) and separate them from the factual negotiation that needs to take place. Giving attention to both means you can see emotion with the other party and adjust your approach. Listen and ask / discuss if needed.

Step 2

Separate personal trust and opinion from the subject - make it possible to verify.

Invest in mutual trust.



Check – what information is still missing?

You can verify in three stages. 2) the present (at the table), the (1) past (listen – is all the information you have in line with the info you need? What is still missing? / does new information have an effect. And 3) future: make sure both agree with the planning and approach. Make sure you write this down in language you both understand.

Step **3**

Focus on the stakes, rather than positions. (if possible)



Step **4**

- a. Collectively brainstorm on possible solutions.
- b. Decide together which option suits best.



Step **5**

Focus on a just share of
benefits and burdens.



Step **6**

Have a BATNA –
Best Alternative to a
Negotiated Agreement



Or – a plan B.





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To Summarize

Subject	Principle
Participants	Problem solvers
Goal	Efficient and balanced outcome
Relationship	Distinguish between problem and people
Problem and Relationship	Soft on the person, hard on the content
Trust	Progress independent of trust
Position	Focus on interests, not positions
Style	Find underlying interests
Outcome	Avoid fixing a single outcome
Consideration	Find solutions that benefit both parties
Response	Develop multiple options for later selection
Insistence on	Use objective criteria
Willpower	Other principles are more important
Pressure	Discuss views, give in based on arguments rather than pressure



Or negotiating based on principles. Long term partnership is the objective in a way that both can be okay with the outcome.

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