

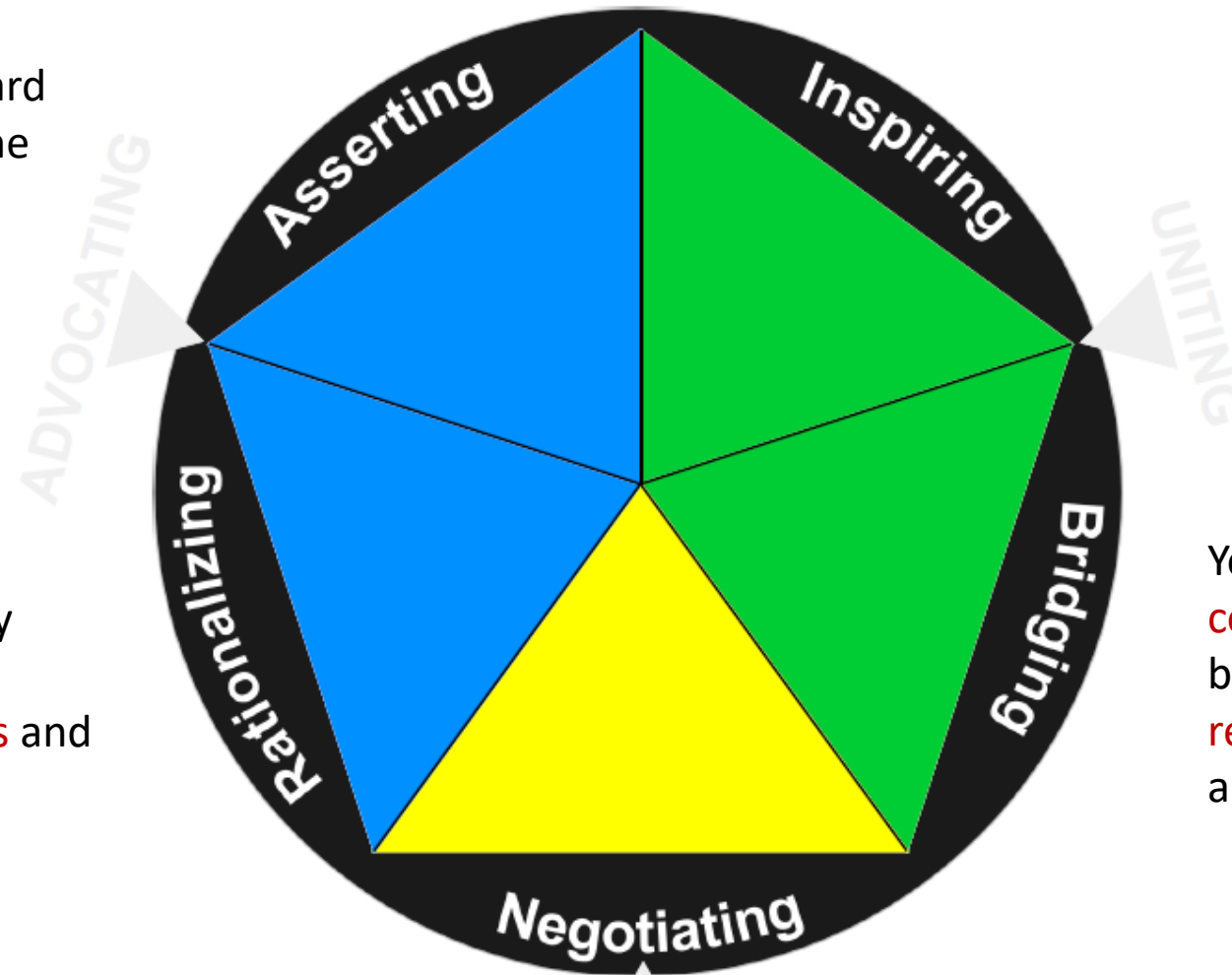
Influence Defined

The **interpersonal behaviors** that we use to **impact** another party's choices.

What are your Influencing Styles?

You advocate by **debate, insisting** your ideas are heard and **challenging** the ideas of others.

You unite by presenting a sense of **shared purpose** and exciting **possibilities**

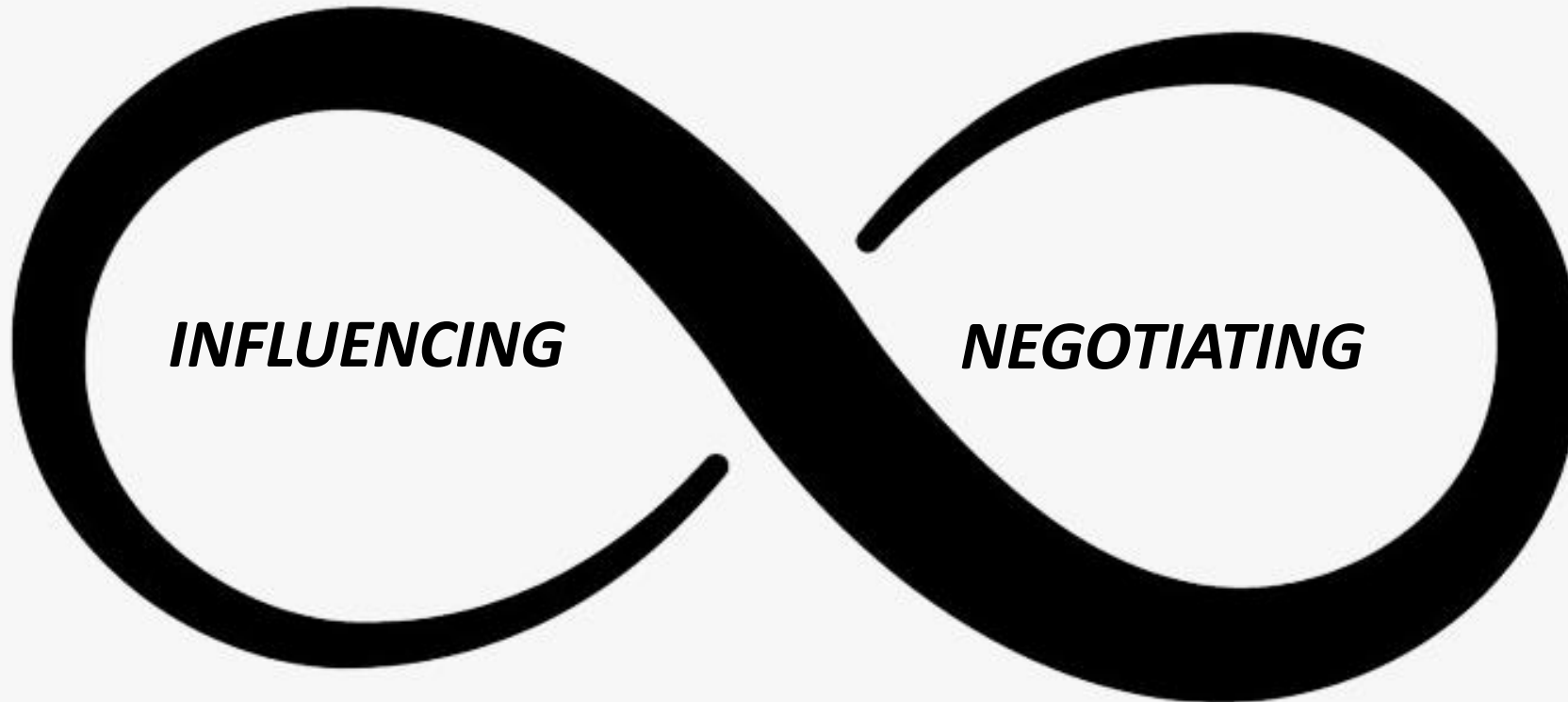


You advocate by offering **logic, rational reasons** and **data**

You unite by **connecting, building relationships** and **coalitions**

You advocate and unite through **compromises, concessions** and **trade-offs** to reach outcomes that satisfy your greater interest.

Influencing: Negotiating



A Practical Definition

Negotiation is a strategic communication process between two or more people in which they consider alternatives with the aim to arrive at mutually agreeable solutions or reach mutually satisfactory objectives.



The Why

- **Among all critical leadership skills, Influencing and Negotiation are two skills which men are perceived to be stronger at than women.**
- According to Catalyst, women who reported greater success in negotiating inside their organizations also:
 - Reported greater access to two important types of hot jobs: roles with P&L responsibility and projects with C-suite visibility.
 - Saw themselves as more innovative in their work.
 - Saw themselves as more likely to remain with their current organizations.



20 percent of women in the workplace have never negotiated their compensation agreements!
- Equal Pay Negotiations LLC

Barriers Women Face Negotiating

- 1. Balancing self-advocacy (assertiveness) and communality (bridging)**
- 2. Managing difficult emotion**
- 3. Overcoming interpersonal resistance**
- 4. Gender-based biases and expectations**

Negotiating: Compromising and making concessions to find common ground

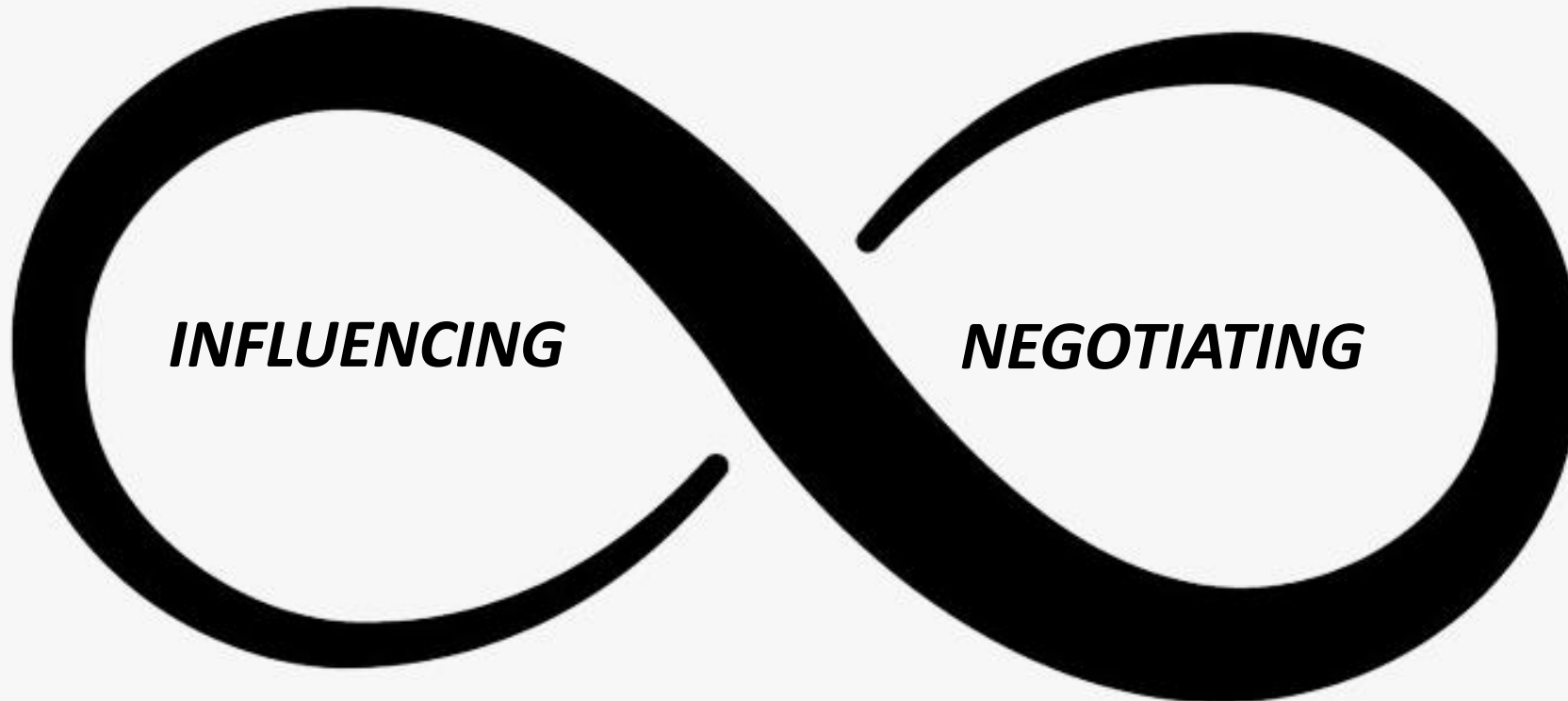
This Style looks like...

- Willing to make **concessions** in order to reach an outcome that satisfies your greater interest,
- **Trade-offs** to reach agreement,
- **Exchanging** favors to get something accomplished,
- Leveraging areas of **agreement**.

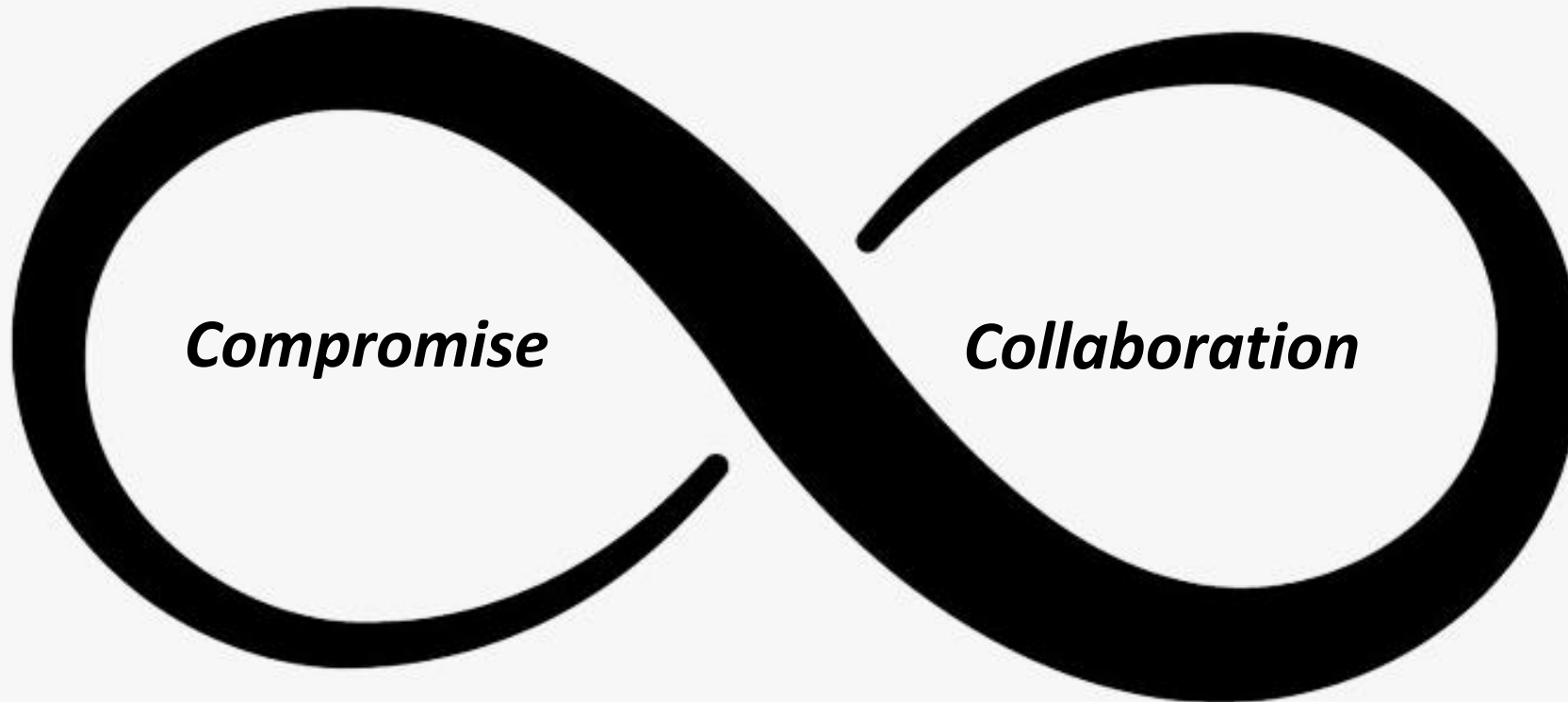
How to– Negotiating Style

- Understand the feelings and position of the other side. **Gather as much information as possible** on both the other negotiating party (i.e. competing products and solutions). Use this information so that you can effectively establish your position and frame a complete solution for everyone at the table.
- **Know whom you have to convince.** Find out who the key influencers and decision makers are in a given situation and develop a plan to obtain their support and commitment. If you don't know them or are not familiar with what interests them, talk with people who do know them and can tell you what their “hot buttons” are.
- **Make sure you know your BATNA** (best alternative to a negotiated agreement).
- Make a list of the pros of your position and **make sure that you can articulate each one.**
- Make a list of the outcomes you can live with and the ones you cannot before entering into a negotiation. **Prioritize the outcomes.**

Influencing: Negotiating



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Compromising - Time is of the essence

- Time-aware—generally focused on the goal against the ticking clock
- Practical and open, willing—if not eager—to stay in engaged (relationship) as needed to get something accomplished (task)
- Offer practical potential solutions that incorporate everyone's needs
- Stay engaged, but don't overdo the relational sensitivity or your commitment to task
- While staying engaged, convince them not to close down too early but to work toward a solution that satisfies all sides

Collaborating: Both outcome & relationship are important

- Clearly stated goals and expectations (task) balanced by sensitivity and genuine curiosity about the needs and expectations of others
- Relational sensitivity leads to high engagement, mutual concern and the valuing of feedback— not in an avoidance of argumentation or clash
- Be open with your data, your goals and your feelings—assertively lay out what you want
- Be curious about the data, goals and feelings of others—ask questions and actively listen to their answers
- Find a way to take on the goals of the other people involved as your own with authenticity—and work to help them do the same for you

One Word Checkout

**What big “Aha”
you are taking
away with you
today?**



LAW Connection Calls

Thursday, 11:00 AM

12/14 – Featured Speaker, Joy Spencer

LAW Graduation

Monday, 12/18 – 1:00 – 3:00 PM