



NEGOTIATION COACHING

Negotiation Coaching is a tool for learning negotiation skills. Negotiation skills include listening to others' points of view, sharing information, making proposals, and determining your own bottom line. Effective negotiation is a learned skill, not a personality trait or magical gift. It can greatly improve relationships and prevent future conflicts. Negotiation Coaching can take place between mediation sessions with each party, or with any individual outside a formal negotiation process.

Negotiation requires three basic elements:

1. Self-determination-the ability to receive information and consider it, as well as to back up one's point of view by giving information;
2. Good Will- showing respect to those with whom you may be in conflict, and offering information and proposals for consideration;
3. Reciprocity-engaging in a give and take process of shared problem solving;

Negotiation Coaching encourages participants to use a variety of strategies:

- understand the other parties' interests and needs
- ask questions to clarify issues: How can it be done better?
- take risks such as inviting criticism: How is a proposal not fair?
- identify values as a reference point to measure options and fair solutions
- clarify your own bottom line

Negotiation Coaching in FAMILY MEDIATION provides additional support for each party in addressing complex family interconnections. Even with the best of intentions, learning to negotiate as part of a parenting relationship can be difficult for couples who are separating, or staying together. Mediation can be a place to establish new boundaries and ground rules for relationships. Re-negotiating relationships with aging parents or adult children is often a challenging process.

Negotiation Coaching in WORKPLACE MEDIATION may be helpful in dealing with an unequal power relationship in which one party's economic future is at stake, or when it simply feels more like a family dispute. Part of being prepared is to evaluate one's own good will and that of the other participant/s, and to know when to walk away.

Negotiation Coaching for NON-MEDIATED CONFLICTS can be useful when a conflict is not appropriate for mediation or if the other party is not willing to mediate. Preparing to negotiate on one's own behalf allows an individual to explore issues and obstacles preventing communication, and to find new options that may have been overlooked. A greater understanding of the barriers that prevent decision-making even for only one of the parties, can shift the dynamics of a dispute.

Common Ground Negotiation Services

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