

## **Negotiating in Varied Situations Going Beyond Gut Feel**

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Leaders negotiate every day. Unfortunately, they don't always negotiate the most effectively because most do it the same way day in and day out. Until now! In this seminar leaders will learn the art and science of negotiating—based on the latest research and practices. Here, Mitch translates the myriad of studies that have been done during the past 10 years and applies them to what leaders need to do to negotiate in all kinds of situations. Specifically, this seminar focuses on the following dimensions:

- a. Understanding your best alternative to a negotiated agreement;
- b. Framing the negotiation positively vs. negatively;
- c. Identifying the negative variable of over-confidence and keeping that in check;
- d. Avoiding the process of anchoring in which you inappropriately over-fix to a goal;
- e. Deleting the mythical “fixed-pie mindset” from the negotiation process;
- f. Determining the negative power of committing to a course of action based on history vs. based on the situational need;
- g. Assessing multiple interests in any negotiation process;
- h. Avoiding the power of assumptions;
- i. Harnessing the science of persuasion;
- j. Using the external standards as a source of power;
- k. Understanding the positive and negative power of ultimatums;
- l. Reacting to emotional outbursts;
- m. Making your proposals consistent with your actions;
- n. Determining how to work with toxic personalities who poison work teams and systems.