



## **“Collaborative Solutions – The Art of the Possible”**

*Negotiating Win-Win Results in the Workplace and the Marketplace*

### **About the Course**

**Collaborative Solutions** is an engaging, interactive full-day workshop\* that introduces business leaders to “collaborative negotiation,” a process -- part art, part science – that enables individuals and teams to transform their competing needs and interests into win-win outcomes that also can solidify and strengthen ongoing relationships.

Adapting the problem-solving negotiation model pioneered by the Harvard Negotiation Project, attorney/mediator/arbitrator and performing artist Janet Reed draws heavily on her trial, ADR and presentation skills to present a flexible structure and practical strategies that will produce results in any business interaction that involves conflicting or competing interests or cultures.

In today’s increasingly competitive, results-driven business environment, **Collaborative Solutions** addresses a core competency essential for leaders through-out the organizational spectrum.

### **Learning Objectives**

In a **Collaborative Solutions** workshop, you will:

- Assess your default negotiating style
- Distinguish between productive “interests” and unproductive “positions”
- Identify your “BATNA” (Best Alternative to a Negotiated Agreement), the key to maximizing your negotiating power
- Get into the “other side’s” heads and learn to speak their language
- Look “outside the box” for “win-win” options
- Develop strategies for breaking impasse and dealing with difficult people

### **Course Structure**

The core workshop consists of seven sequential modules spanning the collaborative negotiation process, and engages participants with exercises and drills such as: “Writing Their Opening Statement”; “Depositions “R” Us”; and “The Reframe Game”, also:

- Collaborative Negotiation Explained: Structure, Applications, Alternatives
- Individual Negotiating Style Assessment and Analysis
- Stage 1: Preparation: Assessing Interests and BATNAs
- Stage 2: Preliminaries: Logistics; Building Rapport; Agreeing to Collaborate
- Stage 3: Information Gathering: Effective Questioning; Reframing
- Stage 4: Options and Bargaining: Brainstorming; “Win-Win” options
- Stage 5: Troubleshooting: Difficult People, Sticky Situations

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\* The core **Collaborative Solutions** workshop requires at least a 7-8 hour commitment for maximum benefit. We also tailor individual/group follow-up programs and services to build on the basic skills, target areas of greatest need and facilitate collaborative resolution of particular business conflicts.