

Negotiation Strategy + Tactics

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Based on a 2013 presentation by
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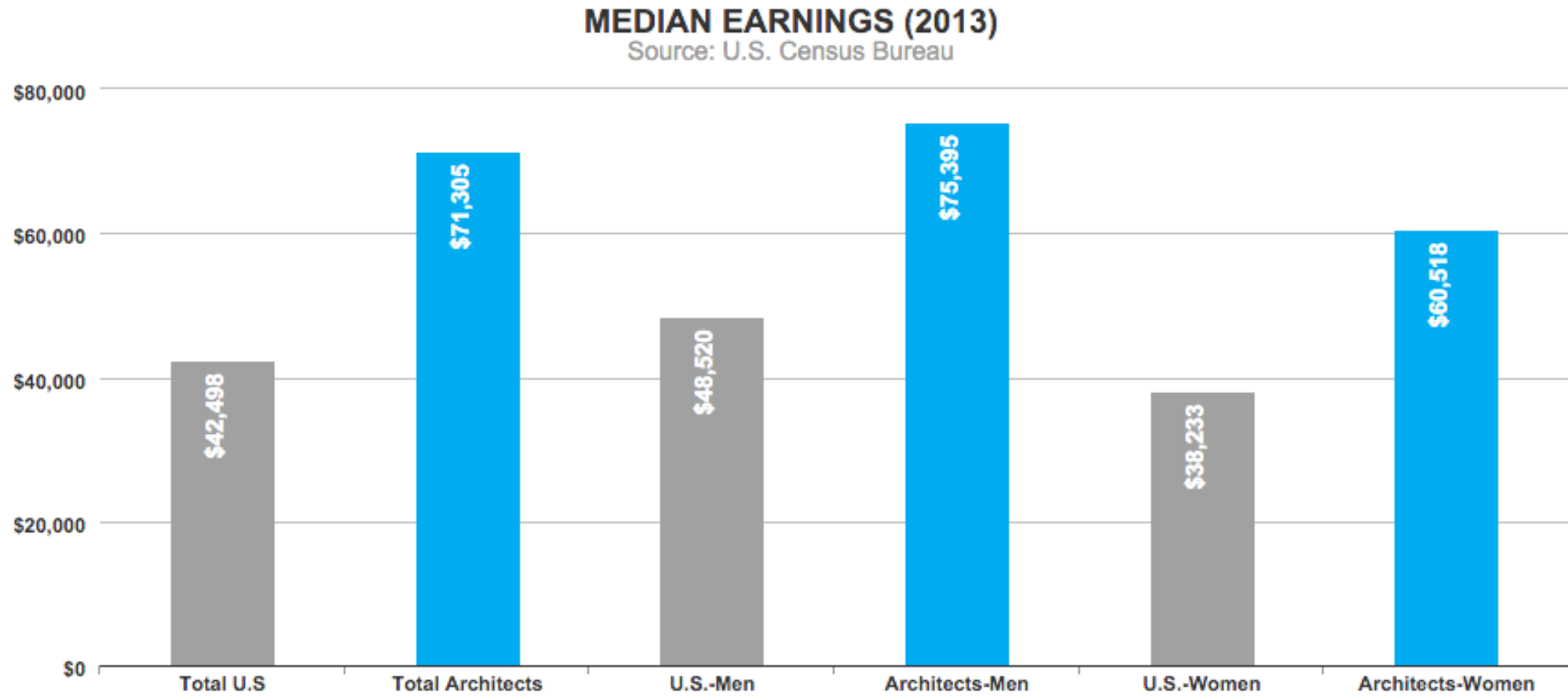
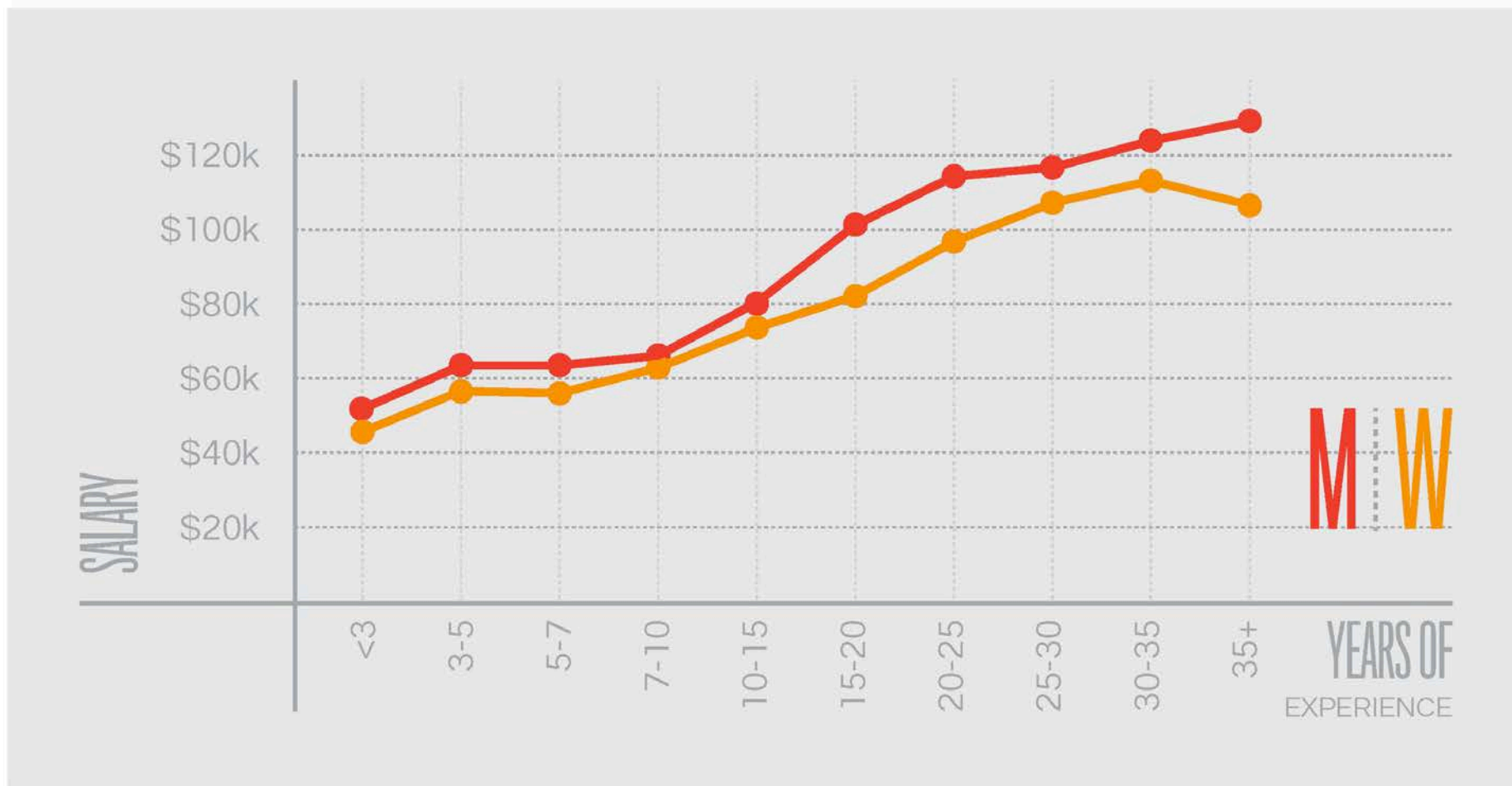


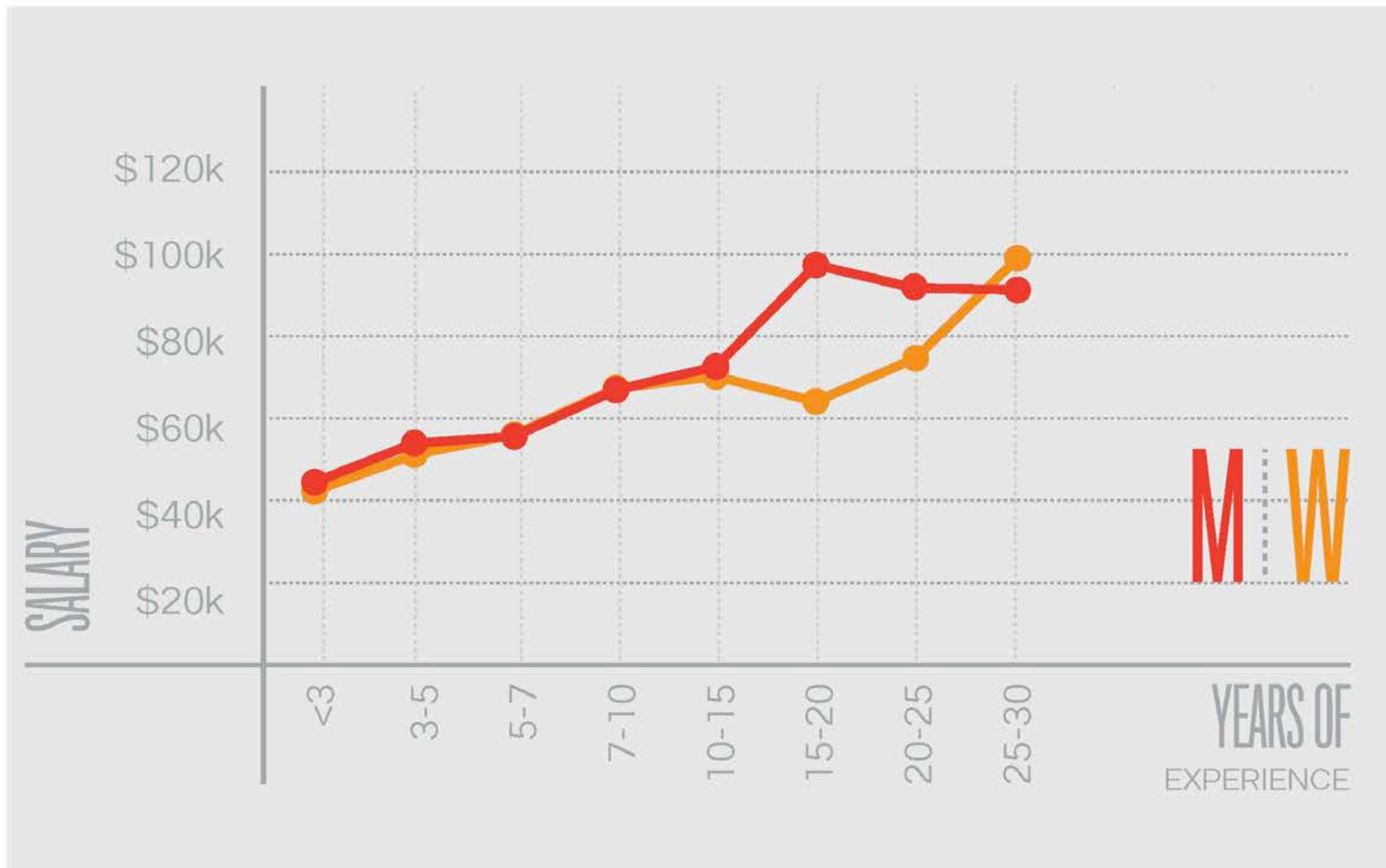
Chart: Maggie Goldstone; Source: *Table of 2013 American Community Survey estimates*, U.S. Census Bureau

SALARY BY YEARS EXPERIENCE



GROWTH & DEVELOPMENT: WAGE GAP

NEW HIRES' SALARIES



LARGE OFFICE
(+ 76 PEOPLE)

+ \$15k

LEADERSHIP
POSITION

+ \$13k

FEMALE
EMPLOYEE

- \$15k

WOMEN DON'T ASK

NEGOTIATION and the GENDER DIVIDE



"This book is an eye opener, a call to arms, and a plan for action."
—Teresa Heinz

LINDA BABCOCK and SARA LASCHEVER

7%

57%

7.4%

\$60,000

64,000

7.6%

0.0%

60,000

\$57,354

\$422,860

64,000

0.5% per year

10 = \$76,559

35 = \$1,050,000

64,000

1% per year

10 = \$96,278

35 = \$1,780,000

F E A R

Negotiation

A better deal
Salary history
Reputation

“Fixing the woman”

vs.

“Fixing the context”

Negotiating

Issues

Range (target)

Weight

Interests

Package Range

BATNA

Negotiating

Issues

Range (target)

Weight

Interests

Package Range

BATNA

Negotiating Plan

Interview order

Offer timing

Negotiating partner

Negotiating Issues

Compensation

Insurance

Retirement

Relocation

Training/Advancement

Group/Client/Location

Negotiating Issues

Signing, annual bonus

Flex time

Equipment, parking, transit

Travel

Housing assistance

Negotiating Issues

Aspiration

Walking-away points

Negotiating Issues

Your last salary?

Making the first offer

Negotiating one issue at a time

Bad BATNA

Negotiating Dangers

Misrepresentation

Emotion

“Fairness”

Stopping

Politics

“Don’t do anything to get the job...”

Negotiating Conclusions

“...as if you were negotiating for someone else”

Full package view

Solving problems

Advocacy

Value vs. Need

Saying “no”

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"Pretend to ask for a raise."