



NEGOTIATING TO YES-CORPORATE

Most think of negotiations as occurring strictly outside the wall of the organization's office. However, day to day management operations require numerous negotiations with employees and peers inside the walls of the office. Each manager needs to learn how to effectively deal with daily negotiations involving difficult issues and situations. Having strong negotiating skills allows managers to keep their employees satisfied, get work done and achieve the overall needs and goals of people inside and outside of the organization.

Negotiating to Yes- Corporate (NTY-C) helps managers become better negotiators. It is based on the concept of Principled Negotiation, a method that offers managers an efficient process for reaching optimal business agreements that are satisfying to both parties and actually strengthen professional relationships.

Pareto's Optimal Curve



VALUE PROPOSITION

NTY-C gives managers a proven approach for turning face-to-face confrontation into side-by-side problem solving. Implemented as a flexible and integrated Human Performance Improvement (HPI) solution, it enables the establishment of win-win business agreements that lead to mutually satisfying outcomes. It also teaches skills for effective coaching and performance management and provides a variety of tools that can improve relationships between negotiating parties.

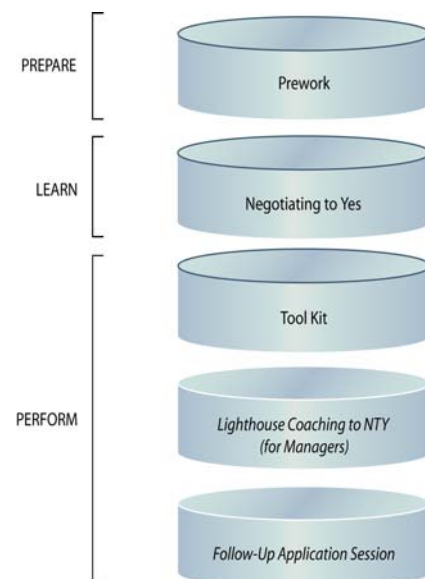
APPROACH

The learning components featured in NTY-C can be flexibly delivered as an instructor-led solution. The classroom components of NTY-C can be taught by a Wilson Learning facilitator, or by an organization's own leader-trained in-house professional.

This enables:

- Face-to-face interaction among the salespeople and with the facilitator
- True-to-life skills practice with immediate in-person feedback
- The opportunity for real-time commitment to action

The NTY delivery approach is recommended to create an integrated solution to maximize results.



Optional application sessions, (*in italics above*) are available for practice and action planning. These sessions provide managers with the skill and knowledge to effectively coach and support the NTY-C approach.

NTY-C has 5 integrated learning modules:

OUTCOMES BY MODULE

<i>Modules: Key Learnings Are...</i>	<i>Your Managers Will...</i>
<p><i>Principled Negotiation</i></p> <p>How to achieve mutually satisfying, optimal agreements through an efficient process that strengthens relationships</p>	<p>Be able to find agreements that are mutually satisfying to both parties. Be able to develop a hard approach to problems and a soft approach toward people.</p>
<p><i>Align People</i></p> <p>How to avoid letting people problems get in the way of the positive negotiations. How to clarify the issues each party is seeking to avoid any potential barriers to reaching the agreement.</p>	<p>Be able to use the <i>Go to the Balcony</i> and <i>Separate the People from the Problem</i> methods in order to keep a clear and open mind during the negotiation process.</p>
<p><i>Explore Issues</i></p> <p>How to explore all issues and interests and how to find a creative solution that satisfies everyone involved.</p>	<p>Be able to <i>Identify Interests</i>, <i>Generate Options</i> and <i>Determine Independent Standards</i> during the negotiation process.</p>
<p><i>Reach Agreement</i></p> <p>How to ensure that a negotiation either ends in a mutually satisfying agreement for both parties or in an alternative to a negotiated agreement that meets the principled negotiator's most critical needs.</p>	<p>Be able to identify one's best alternatives to a negotiated agreement and be able to present offers effectively using an <i>Offer Conversation</i> that addresses all parties' interests.</p>
<p><i>Difficult Situations</i></p> <p>How to deal with difficult issues and "dirty tricks" used by others during negotiations in order to get the process back on the right track.</p>	<p>Be able to deal with difficult situations in order to keep the negotiations going on a constructive and pro-active track.</p>

ENABLING IMPROVED PERFORMANCE

Involving managers early on and training them to coach for Principled Negotiation is critical to a successful NTY implementation. NTY supports these activities with various performance application, reinforcement and support tools. Additional learning components such as: an application exercise, job aid cards, electronic reinforcement tools, and performance checklists ensure that managers can hone newly acquired skills and behaviors.

MEASUREMENT

Organizations that implement NTY-C have access to measurement and evaluation tools. NTY-C customers receive a Negotiators Strategy Planner that helps managers integrate Principled Negotiation skills into everyday negotiations and track the actual impact of negotiator's efforts. Some organizations have made reviewing the planning tool and the results obtained regular events at management meetings. This has the benefit of keeping the NTY-C approach in the foreground and reinforcing its use.

EVALUATION

In most implementations, Wilson Learning will partner with your organization to measure the initial behavioral changes and business results. We have a common interest in making sure that NTY-C brings the results you seek. We are committed to helping you succeed, and we will work with you to set up measurement systems to help move desired change forward and sustain the momentum of your implementation.

This offering, like all others from Wilson Learning, can be customized to reflect your (sales) environment and business priorities, and integrated with your (sales) processes.