

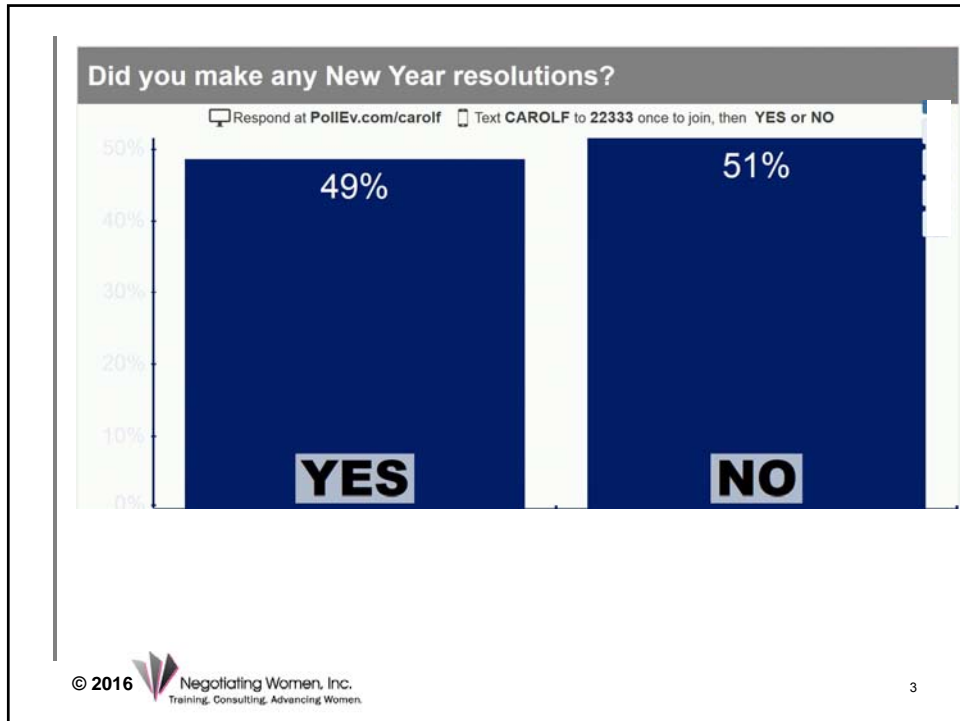
## Her Place at the Table: Negotiating Skills for Women

**Carol Frohlinger**

January 7, 2016

### We'll discuss...

- **What are the two major approaches to negotiation?**
- **Does gender matter when women negotiate for themselves?**
- **What should women negotiate for?**
- **How do we get in our own way?**
- **What can we do to be more successful?**



# Setting the Context

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## Negotiation considerations

- **Transactional or Relationship?**
- **Formal (“Big N”) or Informal (“little n”)?**
- **Negotiation is situational – no absolutes.**
- **Authenticity is key.**

## Is the pie is fixed?

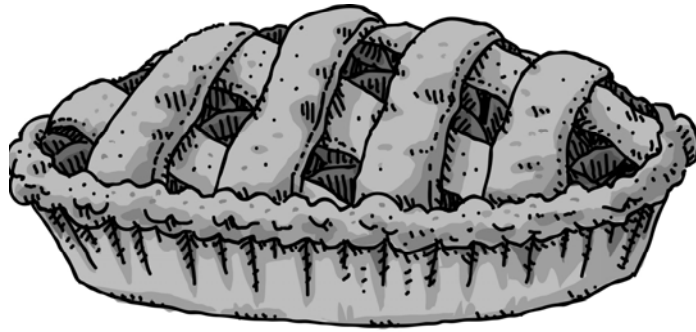
**My Piece**



**Your Piece**



## Is the pie expandable?

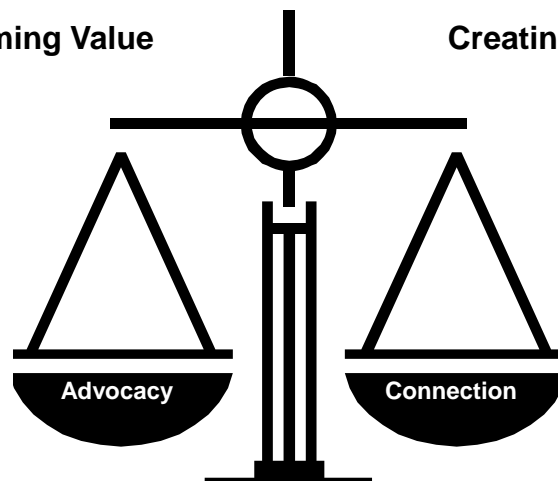


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## Mutual gains negotiation tasks

**Claiming Value**

**Creating Value**

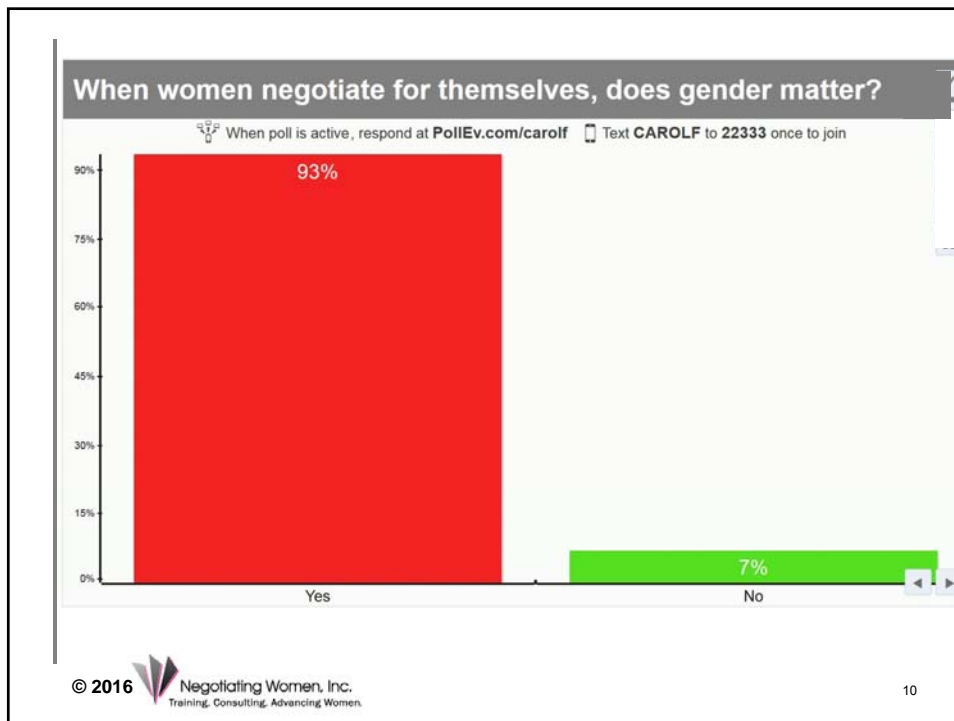


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# Does Gender Matter?

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## The research



**Women get outcomes as good as men do—**

**unless they are negotiating for themselves!**

## The Tiara Syndrome



**HOPE IS NOT A STRATEGY – NEGOTIATION IS!**



## Things women should negotiate for

- **Money**
- **Feedback**
- **Access to informal networks**
- **Stretch assignments**
- **Resources**
- **A voice at the table**
- **Credit for accomplishments**
- **Sponsorship**

## Ways Women Can Get In Their Own Way



## Ways we can get in our own way

1. **Failing to recognize opportunities to negotiate**
2. **Bargaining ourselves down**
3. **Avoiding difficult conversations**
4. **Thinking we can pick up the slack**
5. **Making others happy at our own expense**
6. **Failing to plan an effective strategy**
7. **Others?**

## Ways Women Can Get Out Of Their Own Way

## Positioning yourself for success

### Get In The Right Mindset

- Think of situations where you have been successful (priming)
- Think of others
- “Power Pose” (Amy Cuddy)

### Plan An Effective Strategy

- Do your homework
- Be clear about what you want – and why
- Take stock
- Have a “Plan B”
- Appreciate the other party’s situation
- Create proposals
- Anticipate challenges

## Additional resources

- [www.negotiatingwomen.com](http://www.negotiatingwomen.com)
- *Getting to Yes* (Fisher, Ury, Patton)
- *Getting Past No* (Ury)
- *The Power of a Positive No* (Ury)
- *Difficult Conversations* (Stone, Patton, Heen)
- *Her Place at the Table* (Kolb, Williams, Frohlinger)
- *Nice Girls Just Don't Get It* (Frankel & Frohlinger)

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