

A top-down view of a business meeting with several people shaking hands over a table with papers and a glass of water.

# Getting Past Yes™

Everyone negotiates. Every day.

Getting Past Yes™ (GPY) takes the position that it is important to not only gain a “Yes” from your negotiating partner, but to get a strong, solid decision that is sustainable by both sides well past the initial decision.

And, how do you gain such agreements?

By using a repertoire of skills and concepts used by the most successful negotiators to gain agreement on the substantive issues and at a minimum maintain the relationship and possible enhance it.

And, these skills do not require the other side to be an effective negotiator.

By using this methodology, your people will have their best chance at turning an adversarial situation into a problem solving negotiation.

Getting Past Yes is based on research by the Harvard Negotiation Project, the Wharton Executive Negotiation Workshop and our own team of negotiation specialists.

You will learn proven techniques and concepts used by the best of the best.

Everyone negotiates on a daily basis whether we are negotiating short term, day-to-day issues or long term, complex issues and goals.

The very best negotiators know that negotiating well involves a conscious methodology that typically takes years to develop.

Your best negotiators are continually honing their skills, observant of the dynamics of successful and unsuccessful negotiating practices.

They are conscious of their own particular negotiating style and the context of the negotiation situation; they spend time preparing for the negotiation, have strong interpersonal skills to deal with the many interpersonal conflicts that may arise and strong problem solving skills to deal successfully with the issues.



## PROGRAM SUMMARY

Getting Past Yes is a two-day workshop designed to help the new or experienced business professional gain knowledge and skills to develop strong, sound agreements for their organization while maintaining or enhancing the relationship.

Getting Past Yes helps the business professional understand the value of preparation and teaches proven skills and techniques for reaching sound agreements that are sustainable and good for themselves, the department and the company.

The workshop consists of three interrelated modules that embody the negotiation methodology.

## NEGOTIATION OVERVIEW

- Become aware of the context of the negotiation and the likely implications of that context on the negotiation.
- Identify the negotiating style that you are most likely to use and what that style implies about the importance of the substantive issues and importance of the business relationship.
- Assess the negotiation situation and identify what style would be most effective for the situation. Identify the other person's style and strategy.

## NEGOTIATION PROCESS

- Effectively and efficiently use a 5 step process in the negotiation preparation, discussion, and debrief and action planning phases.
- Identify the underlying interests behind the positions of both sides.
- Explore options for mutual gain that satisfy the interests and incorporate give and take exchanges.
- Use marketplace standards to persuade or protect when making decisions about proposed solutions.
- Disentangle the people issues from the substantive issues so that you can make solid, sound agreements without damaging the relationship.
- Identify your alternatives to agreement (Best Alternative To A Negotiated Agreement, BATNA), improve your BATNA, and estimate the other side's BATNA.
- Assess the leverage that exists for both sides and develop a plan to increase and/or capitalize on your leverage.
- Effectively bring closure and talk price in the negotiation.

## NEGOTIATION CHALLENGES

- Gain awareness in how to prepare to negotiate internationally or cross-culturally and share knowledge amongst the workshop participants of the best known methods for certain cultures and countries. (optional)
- Handle the hardball negotiator effectively by identifying their tactics and developing a plan to counteract those tactics in a way that allows the other side to save face.

## OUTCOMES

Upon completion of Getting Past Yes, participants will:

Be a more successful negotiator both in short term, day-to-day negotiations and longer term, complex ones.

Communicate more effectively with colleagues, customers, suppliers, and other business partners.

Reach satisfying, sound agreements good for yourself, your department and company where the relationship is maintained and possibly improved.

Prepare for an actual on the job negotiation.

Be better able to deal successfully with the aggressive, "hardball" negotiator.

Develop skills that are applicable to work and life.

## PARTICIPANT MATERIALS

Participant guide, the book "Getting to Yes" by Fisher and Ury, Negotiation Style Profile

## LEADER MATERIALS

Leader guide, program video, presentation materials.



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