



**PALADIN INTERNATIONAL, LLC.**

International Negotiations, Security and Crisis Management Planning

**HAPL 41<sup>st</sup> Annual Technical Workshop**

**Strategic Negotiating**

Daniel J. Reid

**We're ALWAYS Negotiating!**



# Negotiations – Everyday Uses



- **Friends**
- **Family**
- **Public Interactions**
- **Office Co-workers**
- **Job**

# Roles of a Negotiator –

*Is there a “best” role?*

- Deal maker/breaker
- Problem solver
- Opener/closer
- Attacker/defender
- Opportunist
- Facilitator
- Mediator
- Advisor

# Negotiations: An Essential Tool In Your Kit

- **Scientific**
- **Technical**
- **Financial**
- **Legal**
- **Management**



# Negotiation

**What it is...**

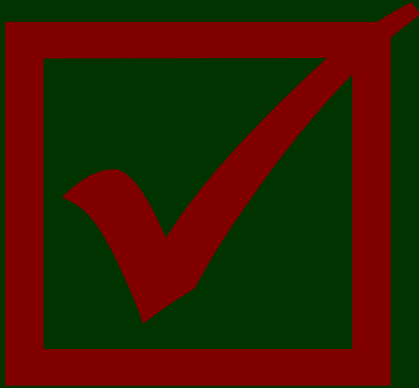
*and*

**What it isn't...**



## **Negotiation is not:**

- ⊘ **Mediation/Arbitration – mechanisms for settlement between conflicting parties**
- ⊘ **Compromise – a mechanism for reaching settlement by “middle ground”**



## **Negotiation is:**

- An active process resulting in quantifiable results using a skill that requires training and practice**

# Negotiation Goals



- ← Get what you want and need
- ← Allow others to see value for themselves in your offer
- ← Have the opportunity to see options and alternatives
- ← Establish a relationship for current and future dealings
- ← Reach solid agreement

# Surprises Are the Norm – Expect Them



Mineral Owners - America



Mineral Owners - Yemen

# 4

## Four Points Before You Start

- ① **Preparation** – Know your “stuff”
- ② **Define the issues** (interests of the parties)
  - What are you *really* negotiating?
- ③ **Identify the interested parties**
  - Who is involved and who might be affected?
- ④ **Positional bargaining**
  - Limits options and alternatives



# Seven Elements of a Negotiation

- ① **Goals (Interests)** – What you want
- ② **Alternatives** – A choice between two or more things, only one of which may be chosen (Best Alternative To a Negotiated Agreement)
- ③ **Options** – the freedom to look at a variety of potential choices
- ④ **Objective Criteria** – data and information that serves to support points in a negotiation
- ⑤ **Communication** – the art of being understood correctly
- ⑥ **Relationships** – dialog based upon mutual respect and understanding
- ⑦ **Agreement** – mutual understanding and concurrence of terms

# Success – *How do we measure it?*



- *By what we get?*
- *By what they lose?*

# Success – *How do we measure it?*



- Use the 7 elements:
  - Have your goals been met?
  - Are the results better than your alternatives?
  - Have you reviewed all options available?
  - Have you used sound objective criteria?
  - Have the parties communicated their issues and understandings well?
  - Has a relationship been established/maintained and/or improved?
  - Did you reach agreement?

**Thank You!**

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