

Women and Negotiation

INTRODUCTION and WELCOME

- How gender stereotypes may affect your negotiations
- How to handle those challenges skillfully
- How to turn pitfalls into assets
- How to use your own style & gender to your best advantage

RESEARCH: The Role of Gender in Negotiation

- Do men and women negotiate differently?
- Do real and perceived gender-based differences matter?
- How do these differences affect the negotiation process and outcome?
- Are women less likely to initiate negotiation?
- Are they less likely to ask for what they want?

DISCUSSION & EXERCISE

Pitfall: The Stereotype Problem

Negative stereotypes can affect your behavior and undermine effectiveness

Positive stereotypes can enhance your effectiveness

How to use stereotypes to your advantage

Pitfall: The “Women Don’t Ask” Problem

Women are great advocates for others, but not for themselves

How to deal with this challenge

Exercise (discussion in small groups, then big group):

In your practice, what’s hard to negotiate for on your own behalf?
Work assignments? Help? Mentors?

Think of a recent time when you could’ve asked for something on your own behalf, but didn’t. What held you back?

SOME BASIC NEGOTIATION THEORY

- The Three Tensions
- What's a good outcome?
- The relationship between process and outcome

SKILLS TRAINING

- Asking Questions
- Saying What You Want
- Shifting the dynamic from arguing to problem-solving

EXERCISE: NEGOTIATION ROLEPLAY

- Preparation
- Negotiation
- Review

APPLICATION

- Recognizing gender-based advantages and using them
- Meeting gender-based challenges
- Using your own negotiation style, not somebody else's

QUESTIONS & THOUGHTS GOING FORWARD

WRAP-UP