



11.255
Negotiation and
Dispute Resolution in the
Public Sector

Spring 2021

Class #8

Question

- When you are about to enter a multi-party negotiation, what are the most important things to worry about during preparation?

General Instructions

1. Read confidential instructions, complete pre-nego survey, prepare: 10-15 min (Do not share your confidential instructions)
2. Negotiate: 20-30 min (return to main classroom)
3. Complete agreement outcome and post-nego survey: 5-10 min
4. Debriefing

[Student names redacted]

Important Reminders

- Each person's objective is to do as well for him/herself as possible
- Each representative (A, B, and C) has full authority to commit his/her organization
- Two parties may caucus (without the third party) for up to two minutes (third party may listen in without interrupting)
 - The excluded party should be given an opportunity to make a counter-proposal
- Only one final agreement possible (all points must be distributed so they add up exactly)
- If no agreement, none of the parties will receive points

Typical Agreements Excluding C

| | A | B | C |
|--------------|----------|----------|----------|
| Ex. 1 | 59 | 59 | 0 |
| Ex. 2 | 60 | 58 | 0 |
| Ex. 3 | 60 | 60 | 1 |
| Ex. 4 | 59 | 59 | 3 |

Three-party agreements with equal distribution of points

| | A | B | C |
|--------------|----------|-------------------|----------|
| Ex. 1 | 40.333 | 40.333 | 40.333 |
| Ex. 2 | 40 1/3 | 40 1/3 | 40 1/3 |
| Ex. 3 | 41 | 40 | 40 |

Three-party agreements with equitable distribution of points

| | A | B | C |
|--------------|----------|----------|----------|
| Ex. 1 | 60 | 40 | 21 |
| Ex. 2 | 48 | 40 | 33 |

Definitions of Power

- Power is not necessarily a function of concrete resources (e.g., money or points).
- Power of Blocking Coalitions
- Power of external criteria, standards, and principles
- Power of relationships and trust-building

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