Technology Policy Negotiations and Dispute Resolution

ESD.933 – Session 2

Interest-Based Bargaining

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Traditional bargaining tactics

- Overstate your opening position
- Always have a fall-back position
- Commit to your position early and publicly
- If you are a group, always use a single spokesperson
- Give as little as possible for what you get
- Never bargain against yourself
- Mobilize support from your constituents
- Exploit weaknesses in the other side
- An agreement reluctantly accepted is a sign of success
Core assumption

Common interests

Competing interests
Positional and interest-based bargaining

- My Positions
- Others’ Positions
- Zone of Possible Agreement Based on Positions
- Range of Options Based on Interests

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Distinguishing interests and positions

Sample Statements: Which are interest-based and which are positional?

Statement A: We are launching a new quality program and we expect the union to be a full partner

Statement B: We are implementing a new quality initiative, which is part of the ISO 9000:2000 international quality standard. We know that the input of the workforce – your members – is essential to any quality initiative. So, we really want your full participation. Also, active union participation in the ISO 9000:2000 efforts will send an important signal to our customers. What can we do to work together on this issue?

What do you notice when you compare these statements?
Issue analysis worksheet

Issue: ______________________________________________________

My/Our Interests: What is important to the me/us on this issue?
___________________________________________________________
___________________________________________________________

Other’s Interests: What is important to other parties/stakeholders on this issue?
___________________________________________________________
___________________________________________________________
___________________________________________________________
___________________________________________________________

Power: What are some of the power realities in this scenario?
What are the best alternatives to an agreement (BATNA) for each party?
___________________________________________________________
___________________________________________________________

Options: What are some options to consider on this issue?
___________________________________________________________
___________________________________________________________
A Five Step Negotiations Model

• What does the word “negotiations” mean to you?

• What are examples of negotiations situations relevant to technology policy?