The Negotiator
Negotiation Exercise

- You will receive instructions with a letter and a number.
- The letter is your role in the exercise. It may be A, B or C. This is a three party negotiation.
- The number is your triad number. (i.e., the team with whom you will negotiate)
- After reading the instructions complete the pre-negotiation questionnaire. IN SILENCE
- Once you have completed the questionnaire, tear the page apart and we will come by and collect them.
Negotiation Exercise

- Once everyone has completed the questionnaire, we will ask you to look for your team members (your team will be a triad with roles A, B and C, all of which share your same triad number).
- Once you have found your team members, you will have 20 minutes to negotiate.
- After the negotiation, please answer the post-negotiation questionnaire IN PRIVATE. (it has been attached to the instructions)
- One triad out of this class room will be randomly selected and will receive $121, which will be distributed according to your performance in the negotiation, so that : 1 point = 1 dollar.
Instructions to the Coalition Game

- Parties have 20 minutes to negotiate how to distribute certain amount of points.
- You are allowed to caucus in pairs.

<table>
<thead>
<tr>
<th>Coalition</th>
<th>Total Outcome</th>
</tr>
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<tbody>
<tr>
<td>A+B+C</td>
<td>121</td>
</tr>
<tr>
<td>A+B</td>
<td>118</td>
</tr>
<tr>
<td>A+C</td>
<td>84</td>
</tr>
<tr>
<td>C+B</td>
<td>56</td>
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</tbody>
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- On their own, A, B and C get 0 points.
Find your Triad
<table>
<thead>
<tr>
<th>Triad</th>
<th>A</th>
<th>B</th>
<th>C</th>
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</thead>
<tbody>
<tr>
<td>1</td>
<td>41</td>
<td>40</td>
<td>40</td>
</tr>
<tr>
<td>2</td>
<td>63</td>
<td>29</td>
<td>29</td>
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<td>3</td>
<td>60</td>
<td>40</td>
<td>21</td>
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<tr>
<td>4</td>
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<td>10</td>
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</tbody>
</table>
What is Power?

- The (perceived) ability to bring about desired outcomes.
- French & Raven (1959)
  - Expert Power
  - Reward Power
  - Coercive Power
  - Legitimate Power
  - Referent Power
  - Subsequently:
    - Informational
    - Connectional
Source of Negotiation Power
(Fisher, 1983)

- The power of Skill & Knowledge
- The power of a Good Relationship
- The power of a Good Alternative
- The power of an Elegant Solution
- The power of Legitimacy
- The power of Commitment (positive or negative)
Coalitions

- Identifying potential partners
- How to form them
- How to break them if necessary
Fairness in Negotiations

- Individuals care about being treated fairly.
- We are generally willing to punish unfair behavior.
- But… we tend to have self-serving notions of what is fair.
- A is more likely to favor proportional split; C will believe equal split is what is fair.
- Remember: use fairness criteria as shields and swords.