

*jenise jannani*



 <b>I win</b> <b>You lose</b>	 <b>I win</b> <b>You win</b>
<b>I lose</b> <b>You lose</b> 	<b>I lose</b> <b>You win</b> 

# Why is it so hard?

*Denise Damiani*

- Do women have skills that  
Help negotiate?  
Is a barrier during negotiations?
- Women are perceived as bad negotiators  
“Leave money on the table”  
“Value more relationships and time than money”  
“Negofobia: avoid confrontation”
- IS IT?

# Communication Skills

Effective Negotiator = Good Communicator

*Denise Damiani*

- Agreeing and disagreeing
- Interrupting and dealing with interruptions
- Clarifying a position
- Establishing aims and defining your bottom line
- Presenting facts and figures
- Active listening skills and non-verbal communication
- Challenging and defending an opinion
- Making proposals, offers and suggestions
- Persuading and compromising
- Asking and answering questions
- Asking for comments & suggestions

# Cultural Biology

## Humberto Maturana Principles

*Denise Damiani*

- Human Being most fear is to be invisible  
Speak to be understood  
Listen to agree
- There is no ERROR
- Autopoiesis
- Collision of Domains



*Jenise Janniani*

# My Mexican Experience



# Right person for the job

*Jenise Janniani*



# Being Prepared

*Jenise Janniani*

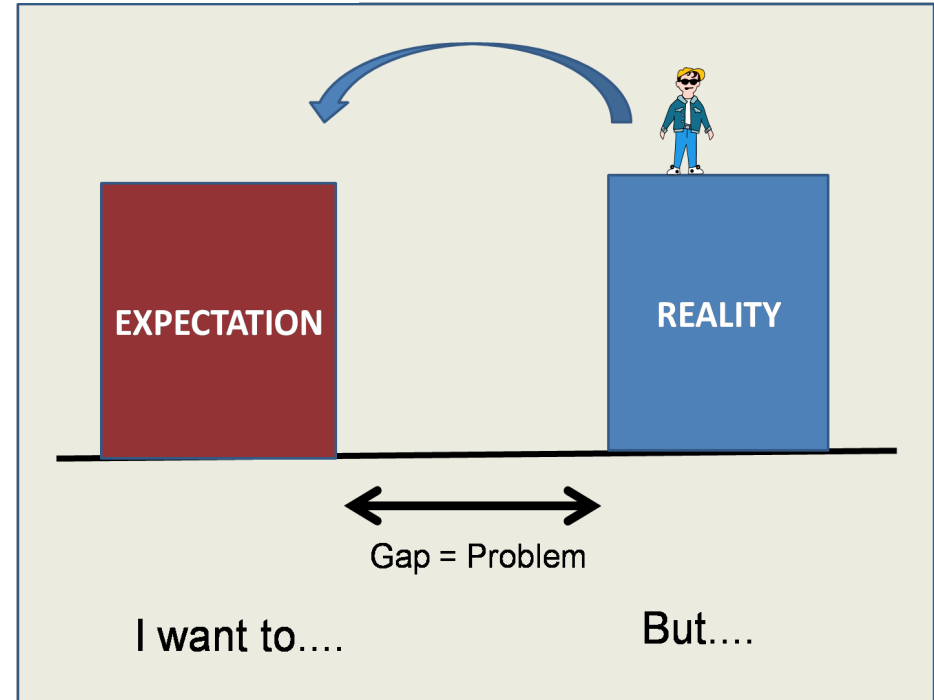


**Calculating the Bottom Line**



Roles in the  
negotiating team

Using Silence





# Know how to use charm and sense of humor

*Jenise Janniani*





*Jenise Janniani*

Be willing to walk out of the door if you don't get a good agreement : Play for winner



# Never get mad or lose your temper

*jenise janniani*

- Be aware that most communication is not verbal and is subconscious



Reasonable offer:  
A “yes”able proposition  
will influence the outcome



*jenise janniani*

Never leave the  
counterpart with a  
sensation of failure



# Delivering

*Denise Damiani*

- To generate Win Win relation we need  
Relevance  
Credibility
- To maintain Win Win relation we need

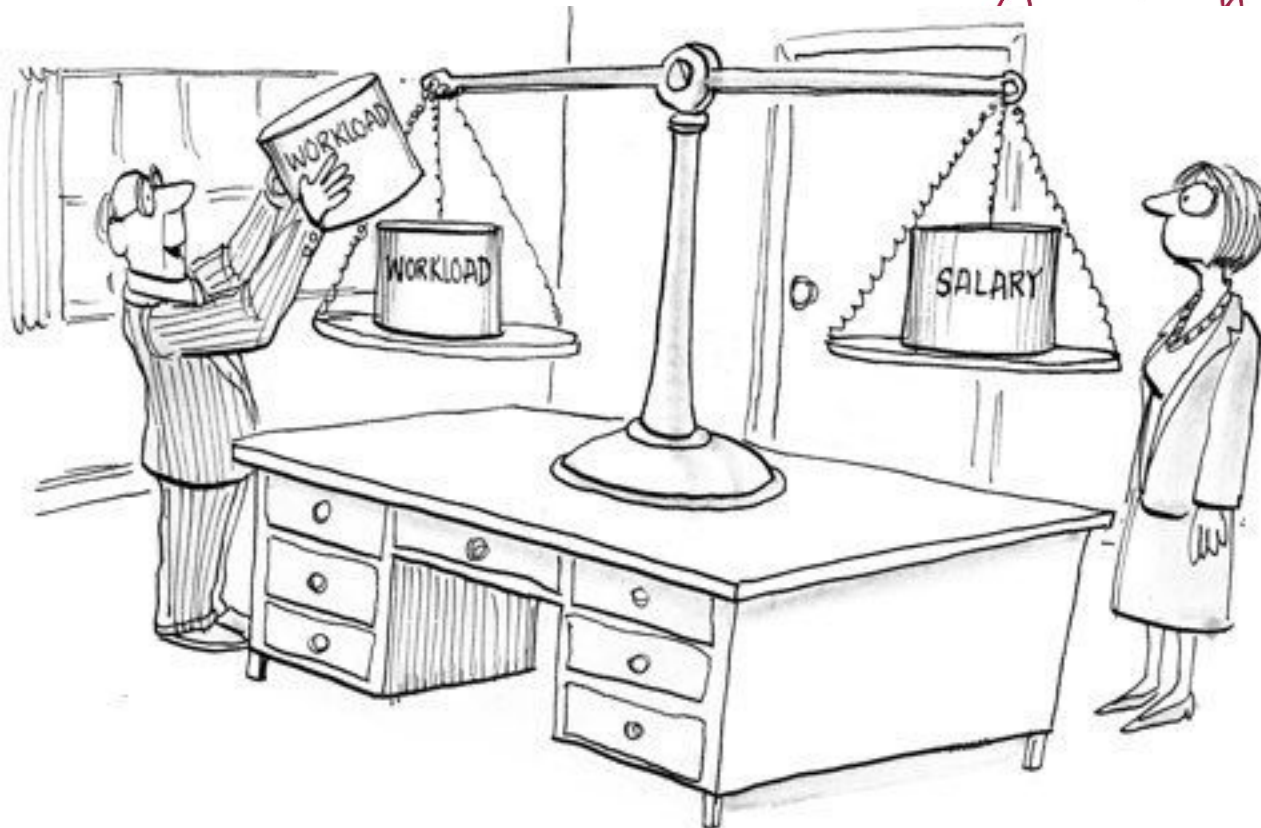
TO DELIVER ON PROMISED

Jenise Jamiani



www.shutterstock.com · 123504568





**"Now that we've hired you, we'd like to  
'restructure' the position."**

Denise Damiani



www.shutterstock.com · 150854960