DEVELOPING WIN-WIN NEGOTIATION SKILLS

Negotiating your salaries, raises, promotions and titles

Isabelle ROUX-CHENU
Head of Group Commercial & Contract Management of Capgemini
Senior Advisor to the Group Chairman & CEO
Global Lead of Women@Capgemini

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WHERE DO WE STAND TODAY ON GENDER PAY GAP?
GENDER PAY GAP AROUND THE WORLD

FOR EACH HOUR’S WORK, WOMEN RECEIVE LESS THAN MEN:

- **16.2%** in:
  - High income countries and
  - Lower-middle income countries

- **15.6%** in the world
- **15.1%** in Upper-middle income countries
- **14.6%** in Low-income countries

The gender pay gap is greater when you refer to monthly wage rather than hourly wage.

GLOBAL GENDER PAY GAP WILL TAKE 202 YEARS TO CLOSE

– WORLD ECONOMIC FORUM

HOWEVER, A GOOD NEGOTIATION WILL HELP YOU CLOSE THE GAP WITH YOUR PEERS
IS THERE A GENDER FACTOR IN NEGOTIATIONS?
DO WOMEN NEGOTIATE AT ALL?

Examples from the US

Negotiations for starting salary*:

- Men: 57%
- Women: 8%

Negotiations for promotions**:

- Men: 36%
- Women: 39%

Negotiations for raises**:

- Men: 27%
- Women: 29%

Source: * Women Don’t Ask: Negotiation and the Gender Divide (2009), Linda Babcock and Sara Laschever
** Survey by McKinsey & Company and LeanIn.org
ARE WOMEN REALLY BAD NEGOTIATORS?

When negotiating for others:

women are as good as men.*

When negotiating for themselves:

women are more likely than men (30% vs. 23%) to receive a negative performance feedback.**

Source: *Harvard Business Review
** Survey by McKinsey & Company and LeanIn.org
IS THERE A “SOCIAL COST” OF NEGOTIATING FOR HIGHER PAY?

How perceived at work:

- Competitive
- Assertive
- Profit-oriented

- Accommodating
- Concerned with others’ welfare
- Relationship-oriented

When negotiating salaries:

- Encouraged
- Marketable skill
- Key leadership skill

- Greedy
- Aggressive move

BECAUSE

Men are perceived at work to have the skills needed to be good at negotiation

Women are perceived at work NOT to have the skills needed to be good at negotiation

HOW CAN WOMEN NEGOTIATE THEIR SALARIES/RAISES/PROMOTIONS/TITLES
IDENTIFY THE BEST TIMING

TIPS FOR NEGOTIATION

- Are you key?
- Talent war?
- Job evolution?
FOR IT – YOU DON’T ASK, I DON’T GET

- Don’t feel guilty about asking for what you deserve professionally

TIPS FOR NEGOTIATION

#2
KNOW YOUR VALUE -
DO BENCHMARKS

TIPS FOR NEGOTIATION

• Research
• Proof
• Third party
BE PREPARED – LIST YOUR ALTERNATIVES

- BATNA
- Objective & bottom line
- Other conditions
RECIPIROCITY

TIPS FOR NEGOTIATION

- Your organization
- Think “I”, talk “we”
CULTURAL DIFFERENCES & NEGOTIATION STYLES

TIPS FOR NEGOTIATION

- Research
- How others perceive your culture
- Common interests & goals
PRACTICE WITH A NEUTRAL COUNTERPART

TIPS FOR NEGOTIATION

#7

- Gender composition
- Practice with neutral counterparts of both genders

Source: Women Ask for Less (only from men): Evidence from Bargaining in the Field
DON’T BE AFRAID OF ‘NO’

- “No” is acceptable
- Don’t be afraid to walk away

TIPS FOR NEGOTIATION
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