



**GLOBAL SUMMIT OF WOMEN
DUBAI, MAY 4 – 6TH 2023**

EFFECTIVE NEGOTIATIONS

PRESENTATION

MARIE-HÉLÈNE BENSADOUN
Employment law partner



AUGUST DEBOUZY

PARIS

NEGOTIATING EFFECTIVELY - HOW TO PLAY THE GAME

A SKILL ANY MAN - AND WOMAN - MUST MASTER TO SUCCEED.

IS IT ESPECIALLY DIFFICULT **FOR WOMEN**? OR ESPECIALLY NECESSARY?

WHY AND HOW SHOULD WOMEN **LEARN** TO NEGOTIATE?

PEOPLE SAY THERE WOULD BE A FEMININE WAY LACKING OF... ASSERTIVENESS... MAKING IT HARD PLAYING THE BUSINESS GAME... AND TO NEGOTIATE

COULD THERE BE **A FEMININE WAY TO NEGOTIATE**, OR TO LEARN HOW TO DO IT, DARE IT?

WOMEN FEARING NEGOTIATION - REALLY?

SOME STUDIES SAY WOMEN DO NOT ASSERT THEMSELVES ENOUGH, AND WOULD HAVE A FEAR OF NEGOTIATION, WHETHER FOR THEMSELVES OR FOR THE ORGANIZATION WORK FOR.

IS THIS TRUE? IS IT BECAUSE THEY WOULDN'T BE AS GIFTED AS MEN FOR IT? (REALLY?)

OR BECAUSE THEY ARE PUT IN SUCH A POSITION, IN OUR ORGANIZATIONS, THAT THEY REALLY FIND IT HARD TO PLAY THE GAME?

I WON'T BE ALONE TO SAY WOMEN NEED TO NEGOTIATE EFFECTIVELY - MORE THAN MEN - BECAUSE THEY OFTEN HAVE A LONGER WAY TO GO, A HARDER FIGHT TO FIGHT.

THE HIGHER THE STAKE, THE GREATER THE NEED!

NEGOTIATING IS...

NO DEAL WITHOUT A WIN - WIN - YOU HAVE TO FIND AND REACH A WIN WIN SITUATION - BOTH SIDES HAVE TO WIN - OR TO WIN SOMETHING - OR TO BE CONVINCED THEY WON SOMETHING.

A MATTER OF TRUST, CREATING A SHARE SPACE OF TRUST - A DEAL IS THE BEGINNING OF A COMMUNITY.

KNOW YOURSELF, KNOW YOUR STRENGTH AND WEAKNESSES - AND KNOW WHEN AND HOW TO HIDE THEM.

KNOW YOUR OBJECTIVES, YOUR GOALS, WHAT YOU WANT - AND WHAT YOU DON'T WANT - YOUR RED LINES.

NEGOTIATING IS NOT...

SEDUCTION - TO CONVINCING, TO CREATE TRUST, TO SHARE A COMMON VISION... IS SOMETHING - BUT TO SEDUCE, CHARM... NOTHING YOU CAN BUILD A FAIR DEAL ON -

BEING NAIVE - YOU CANNOT PRETEND THERE'S NOTHING TO LOSE OR TO WIN - AND YOU DON'T NEGOTIATE TO BE LIKED EITHER.

AVOIDING CONFRONTATION - BEING OVERLY CONCERNED WITH OFFENDING OTHERS - ACQUIESCING TO BULLIES.

BEING THE LAST TO SPEAK - THE INCLINATION TO HOLD BACK WHEN MEN ARE PRESENT IS A FREQUENT WOMAN THROUGH.

NEGOTIATING FOR ME AS A LAWYER

AS FOR ME - AS A FRENCH LAWYER, ON SOCIAL LAW, IN A... DASHING, DEMANDING LAW FIRM

WITH MY CUSTOMERS

WITH MY OPPONENTS

WITH THE COURTS

MORE PERSONAL... - MY FRENCH INSPIRING WOMEN

Gisèle Halimi

1927- 2020, TUNISIAN-
FRENCH LAWYER, ESSAYIST
AND FEMINIST ACTIVIST



Simone Veil

1927-2017
SHOAH SURVIVOR, HEALTH MINISTER,
PASSED THE 1975 LAW THAT LEGALIZED ABORTION



Niki de Saint-Phalle

1930 – 2002
FRENCH-AMERICAN FREE ARTIST AND
FEMINIST - SCULPTOR, PAINTER,
FILMMAKER – WIDELY NOTED AS ONE OF
THE FEW FEMALE MONUMENTAL
SCULPTORS (« THE NANAS »...)



MORE PERSONAL... - MY FRENCH INSPIRING WOMEN

Delphine Ernotte

BORN 1966, CEO OF FRANCE
TÉLÉVISIONS, AND PRESIDENT OF THE
EUROPEAN BROADCASTING UNION



Esther Duflo

BORN 1972, NOBEL PRIZE IN
ECONOMIC SCIENCES, CO-FOUNDER
OF THE POVERTY ACTION LAB



Tina Kieffer

BORN 1959, FRENCH JOURNALIST,
FOUNDER OF THE ASSOCIATION
« TOUTES À L'ÉCOLE »



MERCI À TOUTES // THANK YOU ALL

MHBENSADOUN@AUGUST-DEBOUZY.COM



www.august-debouzy.com