

# DEVELOPING WIN-WIN NEGOTIATION SKILLS

Negotiating your salaries, raises, promotions and titles

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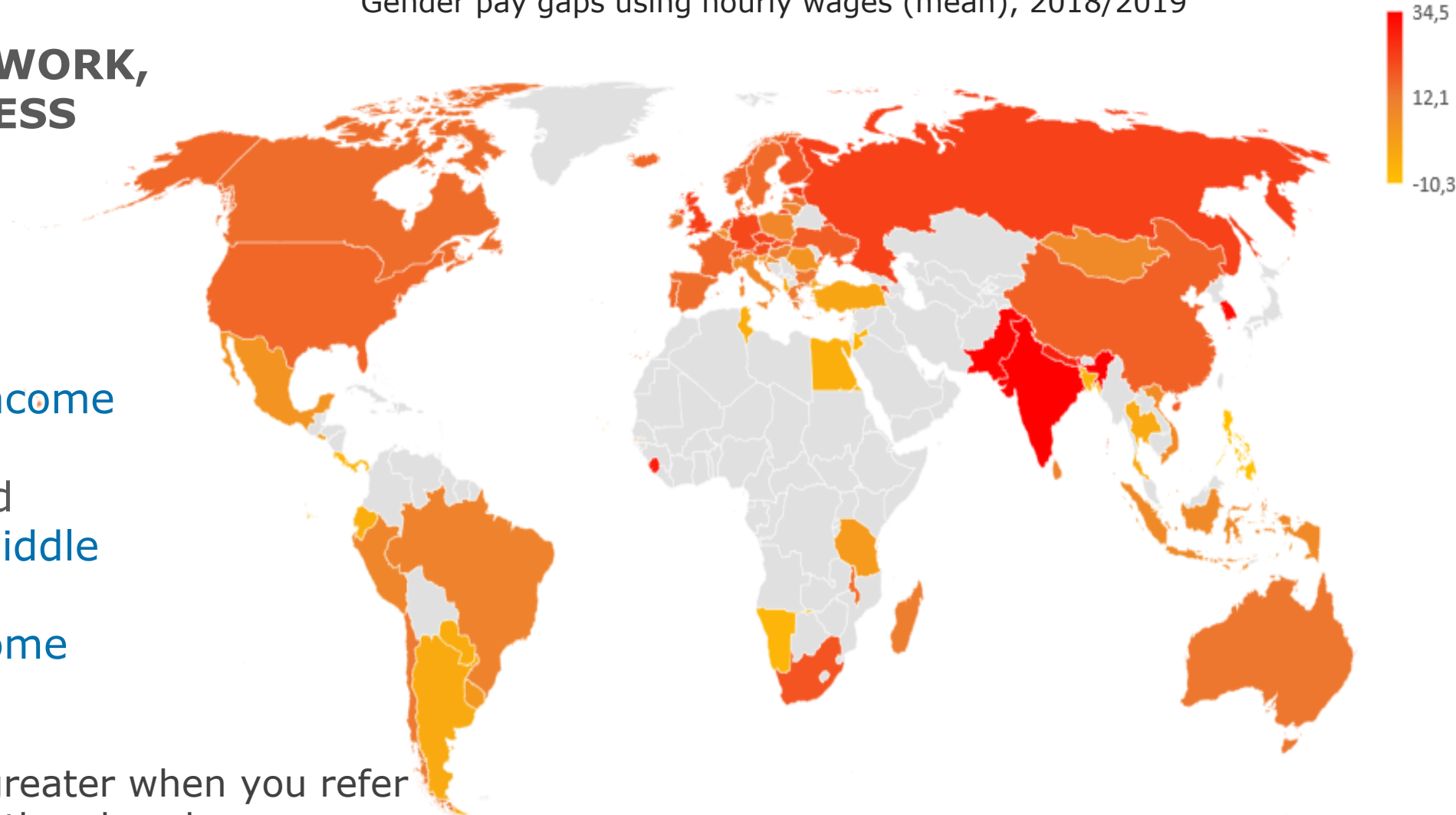
# WHERE DO WE STAND TODAY ON GENDER PAY GAP?

# GENDER PAY GAP AROUND THE WORLD

Gender pay gaps using hourly wages (mean), 2018/2019

**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.

A grayscale world map serves as the background for the slide. The continents are outlined in a light gray, and the oceans are a slightly darker shade of gray. The map is centered on the Atlantic Ocean.

***GLOBAL GENDER PAY GAP WILL TAKE  
202 YEARS TO CLOSE***

**– WORLD ECONOMIC FORUM**

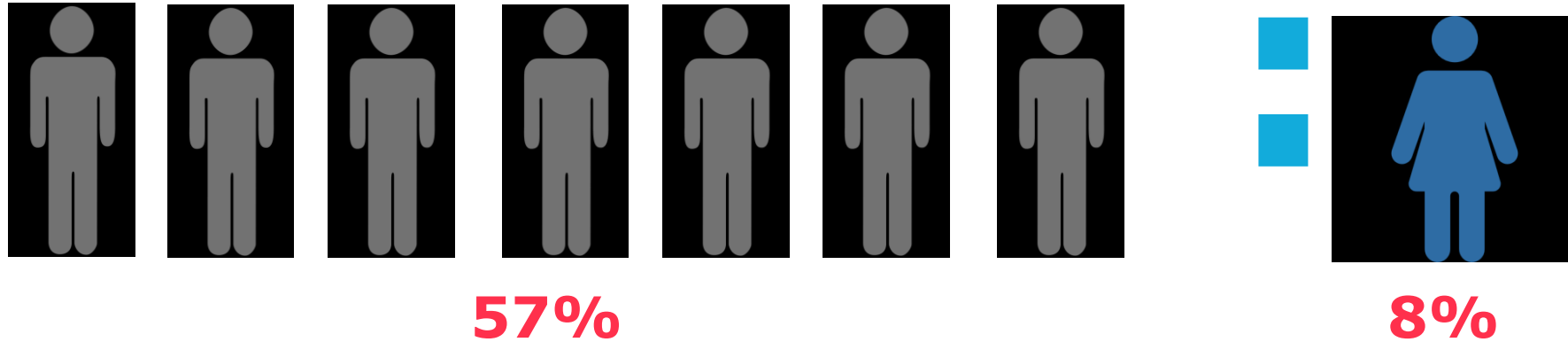
***HOWEVER, A GOOD NEGOTIATION WILL HELP  
YOU CLOSE THE GAP WITH YOUR PEERS***

# IS THERE A GENDER FACTOR IN NEGOTIATIONS?

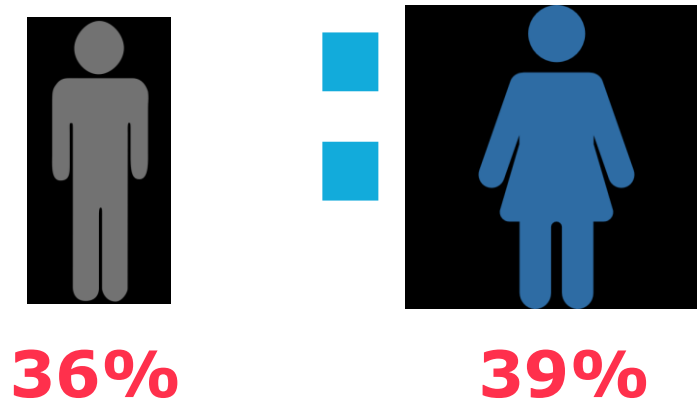
# DO WOMEN NEGOTIATE AT ALL?

## Examples from the US

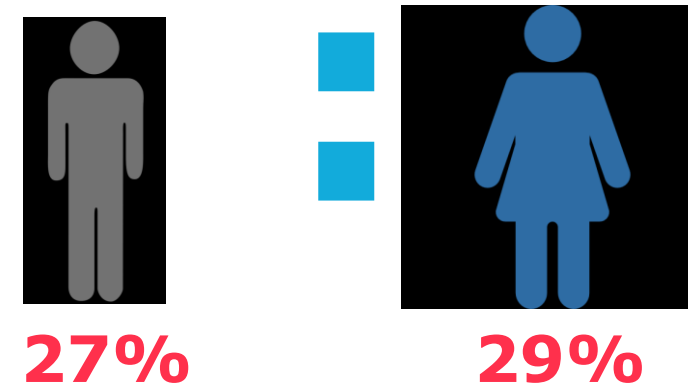
### Negotiations for starting salary\*:



### Negotiations for promotions\*\*:



### Negotiations for raises\*\*:



Source: \* *Women Don't Ask: Negotiation and the Gender Divide* (2009), Linda Babcock and Sara Laschever

\*\* Survey by McKinsey & Company and LeanIn.org

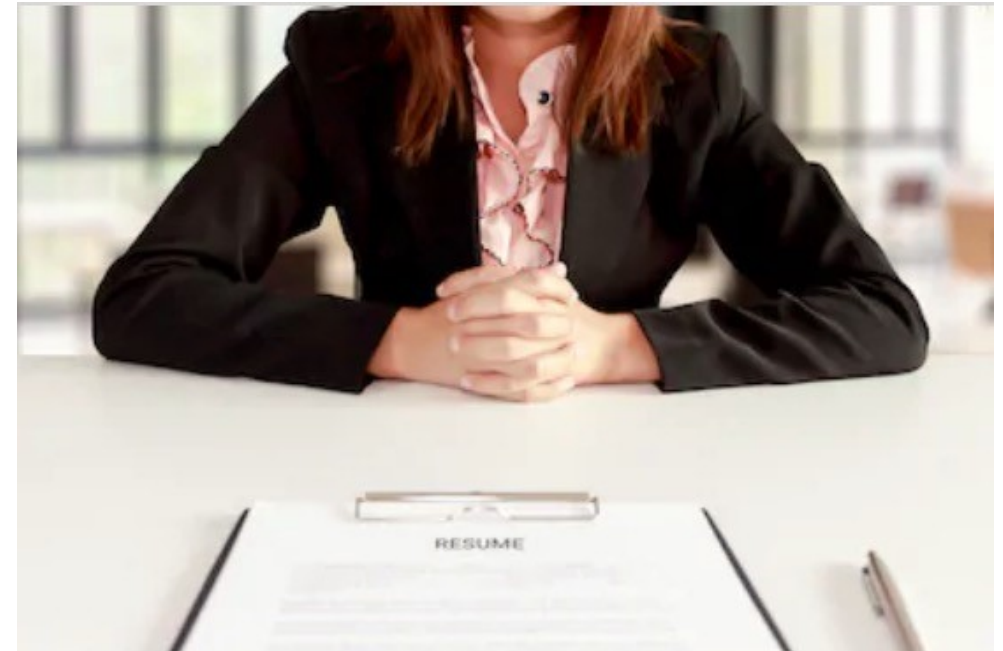
# ARE WOMEN REALLY BAD NEGOTIATORS?

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.\*\***

# IS THERE A “SOCIAL COST” OF NEGOTIATING FOR HIGHER PAY?



**How perceived  
at work:**

- Competitive
- Assertive
- Profit-oriented



**When  
negotiating  
salaries:**

- Encouraged
- Marketable skill
- Key leadership skill



**BECAUSE**

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



- Accomodating
- Concerned with others' welfare
- Relationship-oriented



- Greedy
- Aggressive move



**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

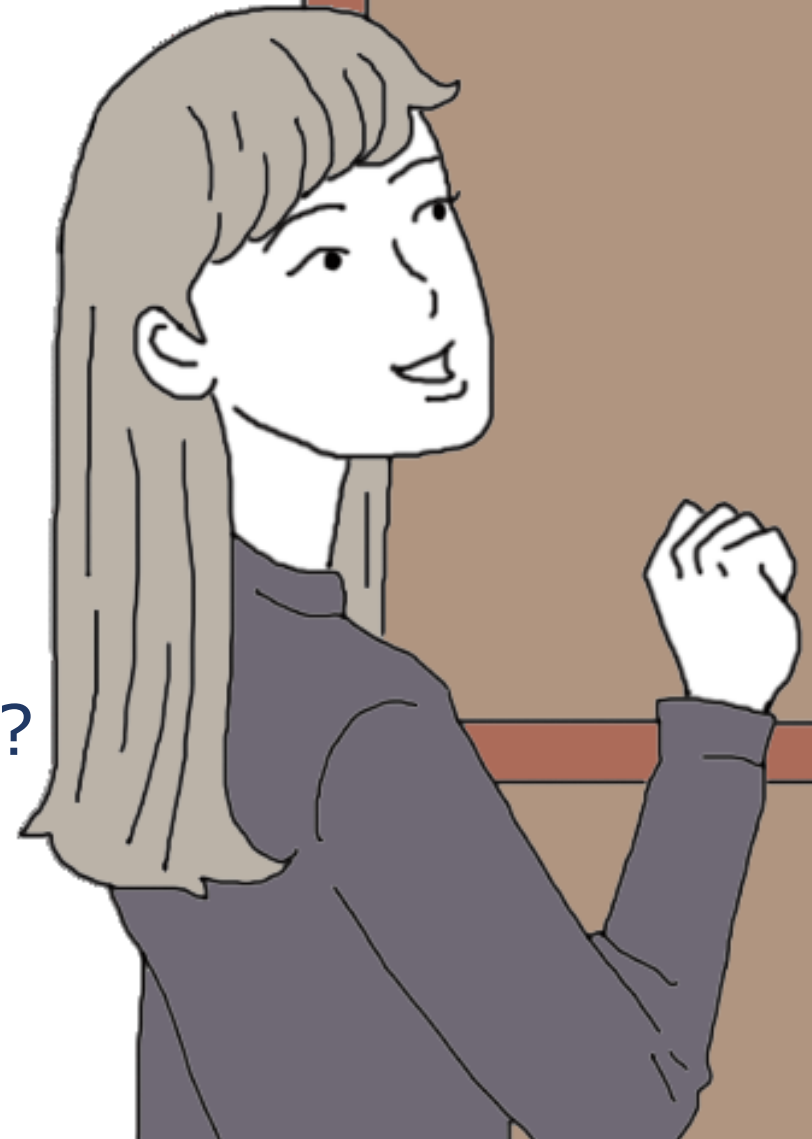
# IDENTIFY THE BEST TIMING

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## TIPS FOR NEGOTIATION

#1

- 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



# KNOW YOUR VALUE - DO BENCHMARKS

## TIPS FOR NEGOTIATION

#3

- Research
- Proof
- Third party



- BATNA
- Objective & bottom line
- Other conditions

# BE PREPARED – LIST YOUR ALTERNATIVES

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TIPS FOR NEGOTIATION

#4



# RECIPROCITY

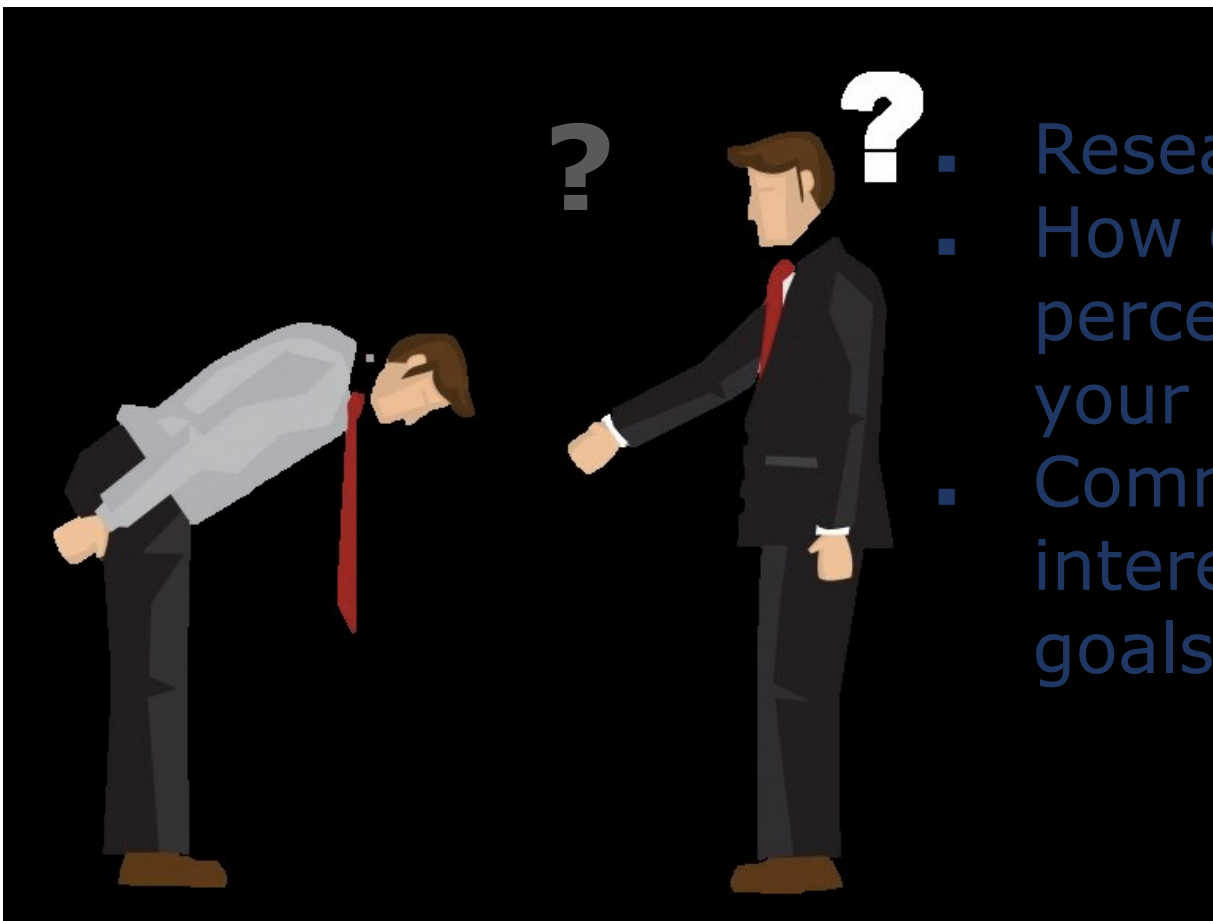
## TIPS FOR NEGOTIATION

- Your organization
- Think “I”, talk “we”

#5



# CULTURAL DIFFERENCES & NEGOTIATION STYLES



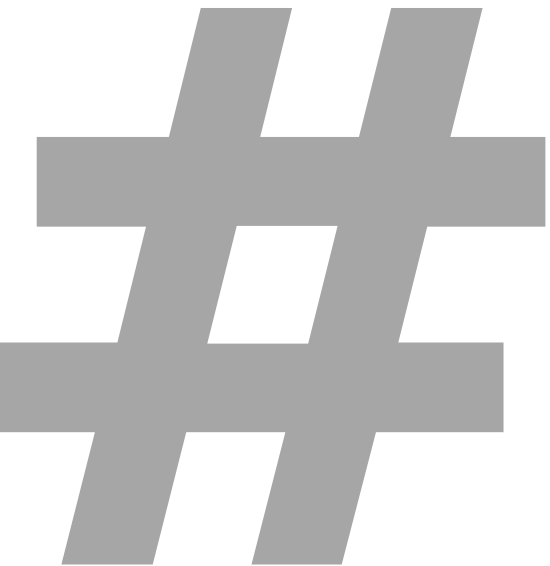
- Research
- How others perceive your culture
- Common interests & goals

TIPS FOR NEGOTIATION



# PRACTICE WITH A NEUTRAL COUNTERPART

## TIPS FOR NEGOTIATION



- Gender composition
- Practice with neutral counterparts of both genders





# DON'T BE AFRAID OF 'NO'

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

TIPS FOR NEGOTIATION

#8



**People matter, results count.**

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