

# LIHEAP Interest-Based Negotiations Participant Guide

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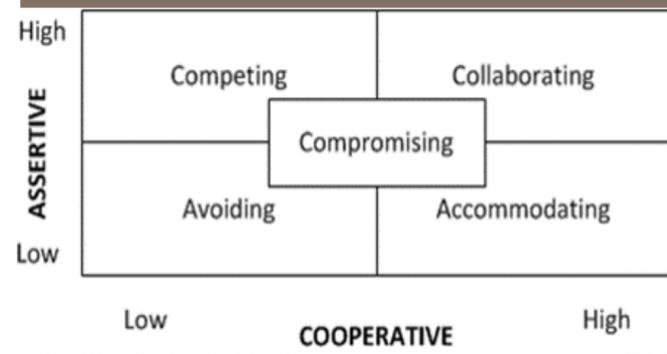
## Interest-Based Negotiation

Definition

Slide 5

## Why Negotiate?

Slide 6



## Benefits and Goals of Negotiation

Slides 6-7

## Principles of Negotiation

Slide 8

### Separate the People from the Problem

First recognize that during conflict you are either in "fight" or "flight". Establish a healthy motive for the relationship and tell yourself positive stories.

### Separate Interests from Positions

Interests are what we want; positions are how we get them. Consider basic human needs for security, economic well-being, respect, belonging, etc.

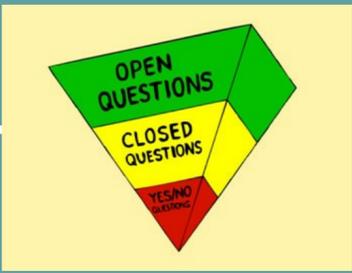
### Generate Options for Mutual Gain

Brainstorm solutions that meet all parties needs. Avoid evaluating each until all options are generated.

### Insist on Using Objective Criteria

Use rules, policies, procedures to establish criterion. Makes negotiation much simpler.

# Open Ended Questions:



Slides 11-12

## 1. The Plan

Problem Statement:

I must negotiate with \_\_\_\_\_ to get \_\_\_\_\_.

## Negotiation Plan\*

### 2. Goals and Decision Makers

My specific, high expectations:

Target decision makers:

Bottom Line:

Influencers:

## 3. Underlying Needs & Interests

My underlying needs & interests

Their possible underlying needs & interests

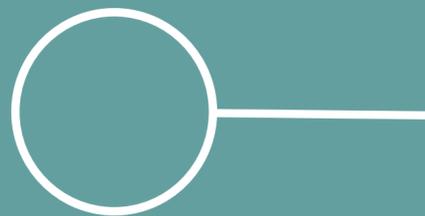
Plans & questions to discover underlying interests

## 4. Leverage

-What will I do if there is no deal?

-If no deal, what will they do?

-Leverage favors?



## 5. Possible Proposals

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## 6. Standards & Norms

Mine -

Theirs -

My counter arguments-

## 7. Third-Party Moves

Can I use a third-party  
as leverage?

8. Situation & Strategy  
Analysis

9. Best Modes of  
Communication

10. Overall Positioning  
Theme

Other Helpful Information