

Planning for the Negotiation

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B404/MAN4441 Section 09 Negotiation and Conflict Management - Online Plus - 2016 Summer Mid-Quarter



**Planning for Negotiations**

**Introduction**

Negotiations make great percentage on most arguments done every dairy. Through negotiations, a mutually acceptable agreement should be reached in parties which differ in their ideologies and opinions in the process of opposing each other. In so doing their conflict is solved amicably and each party feels the relief of bargain. To effectively deal with the differences between these opposing parties, issues to the conflict must be identified first. Both differing parties must see the issue on bargain in the same light and a mutually acceptable agreement must be reached at the end of the bargaining period. This paper is going to focus on how one should prepare and plan for a negotiation and the negotiation approach he/she should employ to effectively come out feeling a winner of the bargain.

**Approaches to negotiations**

Thereare two main approaches to effectively use in the event of bargaining i.e. the Distributive negotiation and integrative negotiation approach. The distributive approach is used when both parties in bargain don’t know each other and are likely not to transact business in future whereas integrative approach is employed in a case where the parties know each other well, might have transacted before and are likely to transact business in the future (George, 2016). Another notable difference is distributive approach which is used mostly in the “divide the pie” situations especially when there is a fixed amount of resources which foresees one party gaining and the other losing. When it comes to integrative approach both parties will have to benefit from the bargain since they need each other in future since the parties know each other well. If Mitchell is to choose one of the two approaches she should rather go for integrative approach since with it she will be able to be happily benefit with this negotiation approach since its clear she before had met with Nikki. Since they are going to meet in the second time in his office she must be well prepared with the techniques of arguing in integrative approach.

**Plan formulation**

Some of the techniques she should employ during the negotiation process and even before entering into negotiation should encompass background information on whichever event they are going to argue over. If its salary for example she should be clear with how much money the company will be able to pay her in comparison to what she used to earn before if incase she was promoted. She also need to be goal oriented in sense that if in the event of negotiating, she expected $50 as salary at least at the end of the bargain she should be given say $40 something she equally anticipated. Anything less than expected amount should be well addressed to Nikki on why she will not choose that alternative. (Evangeline, 2016)

 She should be plan-driven if incase her plans goes sour and as not anticipated. She should see how best she should go about the situation. She should navigate through all possible obstacles she will come across during the negotiating process in preparation not to be shocked. Advance preparation will put her in a position to mitigate on incontinent issues and to be in bar in all expectations in real life. Her personality should reveal positive of her and above all she must be confident enough in articulating her concerns for an effective bargain. She should maintain a good eye contact with Nikki so that he can see how effective she is in her delivery and communication skills. Her interests should be well spoken and not be seen selfish instead as her sense of personality. Also negotiation should be a skill she should earn from practice since practice makes perfect. Last but not least she should be objective oriented when negotiating with her opponent. This will make her claims and interests taken seriously (Evangeline, 2016).

**Conclusion**

As the saying goes that failing tom plan is planning to fail so does the same happens if one does not well prepare himself in negotiations. There is no business transaction in real life which does not bargain and at long-last a mutual acceptable agreement is reached. Therefore, as much as negotiations can be seen as conflicting arguments they should be impressed and accommodated for an effective agreement to be reached between warring parties.

**References**

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