

**Technology Policy Negotiations and
Dispute Resolution
ESD.933 – Session 2**

**Interest-Based
Bargaining**

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Traditional bargaining tactics

- Overstate your opening position
- Always have a fall-back position
- Commit to your position early and publicly
- If you are a group, always use a single spokesperson
- Give as little as possible for what you get
- Never bargain against yourself
- Mobilize support from your constituents
- Exploit weaknesses in the other side
- An agreement reluctantly accepted is a sign of success

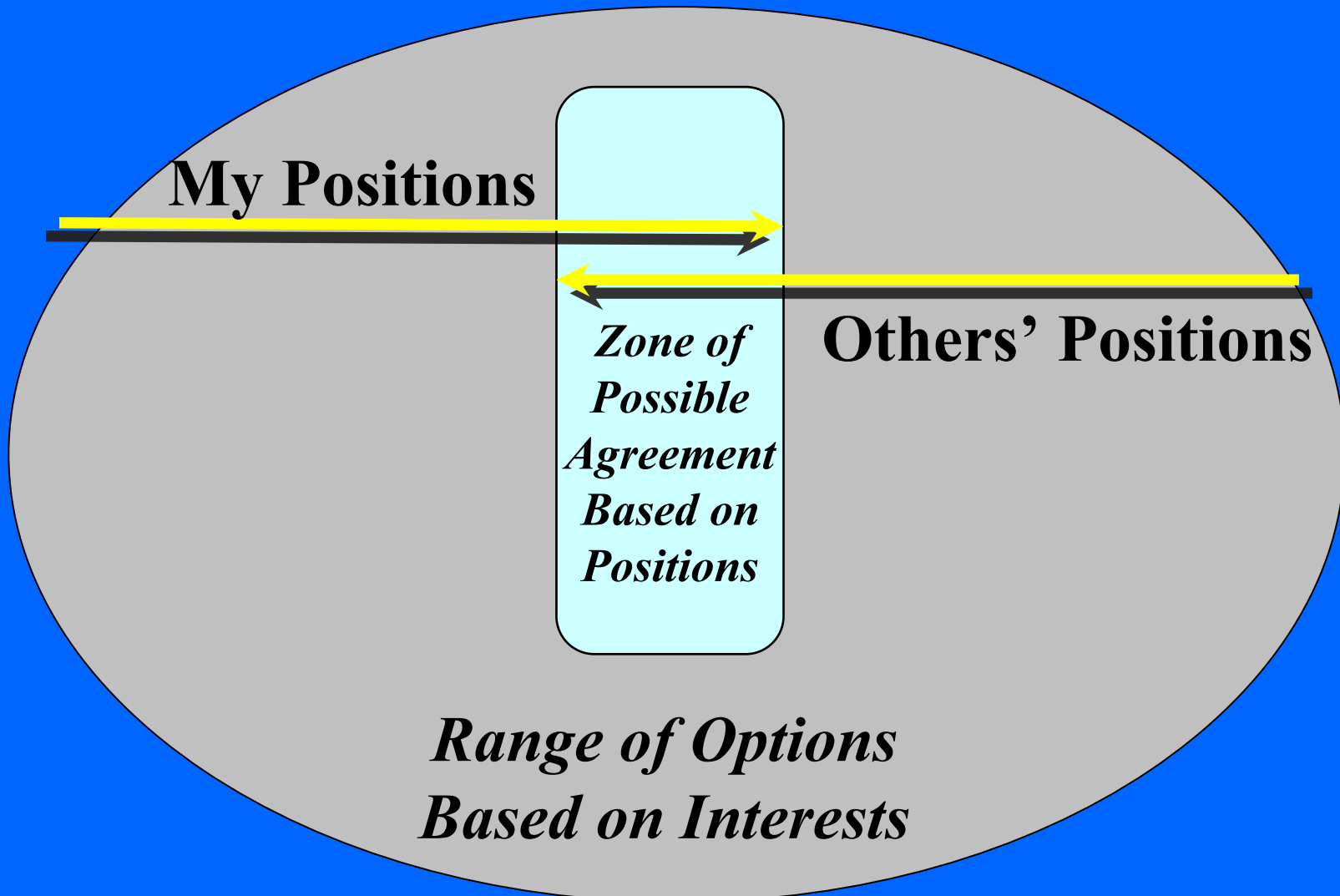


Core assumption

Common interests

Competing interests

Positional and interest-based bargaining



Distinguishing interests and positions

Sample Statements: Which are interest-based and which are positional?

Statement A: *We are launching a new quality program and we expect the union to be a full partner*

Statement B: *We are implementing a new quality initiative, which is part of the ISO 9000:2000 international quality standard. We know that the input of the workforce – your members – is essential to any quality initiative. So, we really want your full participation. Also, active union participation in the ISO 9000:2000 efforts will send an important signal to our customers. What can we do to work together on this issue?*

What do you notice when you compare these statements?

Issue analysis worksheet

Issue: _____

My/Our Interests: What is important to the me/us on this issue?

Other's Interests: What is important to other parties/stakeholders on this issue?

Power: What are some of the power realities in this scenario?
What are the best alternatives to an agreement (BATNA) for each party?

Options: What are some options to consider on this issue?

A Five Step Negotiations Model

- What does the word “negotiations” mean to you?
- What are examples of negotiations situations relevant to technology policy?

