

# GETTING NEGOTIATIONS OFF THE GROUND

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Excerpt from Chapter 4 of

**NEGOTIATING AT WORK**

Turning small wins into big gains

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## 01 Make your value visible

- ▶ Consider what is most valuable to your counterpart
- ▶ Look for creative ways to highlight that value on an ongoing basis in your negotiation

## 02 Raise the costs of the Status Quo (Iron fist and velvet glove)

- ▶ Use an iron fist to bolster your power:
  - Prime yourself to feel powerful by reflecting on a situation in which you felt powerful
  - Use poses to feel confident
  - Relax
- ▶ Wield power carefully with a velvet glove:
  - Smooth out your BATNA. Make it clear you know your options without making a threat
  - Use questions. For example: “What are the consequences of no agreement?”
  - Connect your issue to the good of the organization

## 03 Enlist allies to help make your case

- ▶ Develop relationships with people - sponsors - who can promote your accomplishments
- ▶ Allies can help deliver difficult messages about the cost of the status quo