



Advanced Negotiation Skills: A Skills Based Institute of Strategy and Technique

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This highly practical two-day institute will focus on moving beyond the basic skills of cooperative and competitive negotiation and will explore advanced strategies and techniques.

We will examine what causes resistance to settlement and how to move beyond impasse – matching specific techniques to the specific causes. We will discuss sources of power (situational, embedded, and cultural), how that power is understood and used, and how to deal with power imbalances in the context of both negotiation and mediation.

The complexity of multi-party negotiation and bargaining in teams creates additional dynamics at the table and we will develop an understanding of how to deal with both the internal and external stresses that occur.

We will also review how both competitive and cooperative strategies interact in most disputes and the importance of flexibility by the negotiator in moving seamlessly between the two styles in order to maximize his or her outcome. Both the four step process in avoiding exploitation will be reviewed, as well as the importance of the opening offer and the three key steps of determining who should open, what kind of opening offer to make, and what kind of language to choose.

This workshop is designed for participants who have received previous training in negotiation skills.

*MCLE will be requested through the State Bar of Texas.