



Learning Negotiating Skills

What Is Negotiation?

Negotiation is the process between two or more parties deliberating to reach a mutually accepted value for the exchange of goods or services (L. Marcus). From labor issues to office politics, we negotiate within our working relationships every day. In addition, working within teams or departments creates an environment of constant negotiation among peers, supervisors, and subordinates. Understanding and readily recognizing the necessity of developing strong negotiation skills is imperative to obtaining desired influence within your organization or industry.

What Are The Challenges of Negotiation?

Most people do not like to negotiate. It is a subtle process that often intimidates individuals who feel they do not have the instincts or skill to conduct a successful negotiation. Therefore, in scenarios that require negotiating, those individuals frequently lose. In addition, many think of negotiation within a limited context, specifically in regards to contracts and salaries. However, negotiation is a tool that individuals use in every relationship, often unconsciously. Whether it is your supervisor, office mate, subordinate, friend or family member, you negotiate on a daily basis. To achieve your business goals, learning to manage working relationships through negotiation is essential. Negotiation skills are required to gain respect, desired outcomes, and influence among colleagues and peers.

How Javitch Associates Helps You Develop Negotiating Skills.

If you are preparing for a salary negotiation or recognizing your inability to negotiate effectively within staff meetings, we can help you gain the confidence and skills to negotiate more successfully. Our role is to coach you on key negotiation strategies and to support your development as a negotiator. There are different types of negotiation and each has a process that skilled negotiators execute.

With this understanding, we facilitate a six-step process that includes the following:

1. Assess your goals and the other party's goals
2. Define concessions and absolutes

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3. Determine justification and supportive reasoning
4. Develop key strategies to problem solving
5. Hold practice sessions for actual negotiation
6. Implement the agreement

Each step develops your skills to prepare you for the next step. The result is your ability to feel and act confidently with your negotiation skills.

Benefits of Javitch Associates' Negotiation Training.

1. **Professional development** – Negotiation is a professional skill that is instrumental to your success. Learning how to negotiate increases your ability to leverage influence in your workplace or industry. As a skilled negotiator, you will be better able to advocate for your success.
2. **Tailored programs** – As a client-centered firm, we strive to understand the unique needs of your professional or organizational goals and provide services that are specific to you. We strategize with you to develop a training program that heightens your strengths and lessens your limitations as a negotiator. In addition, we appreciate that you are busy; therefore, we offer weekend and evening training sessions to accommodate your schedule.
3. **Management expertise** – As managers and organizational psychologists, we have more than 25 years of experience that informs our work. We provide field-proven strategies to successful negotiation and offer expertise in various negotiation processes.
4. **Support** – We pride ourselves on providing personal attention to our clients. Your success is our success and we guarantee continued support to ensure your professional growth as a skilled negotiator.

Do you need to improve your negotiation skills?

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