

Negotiation

Topic area:	(Self-) management
Format:	Online or in-house workshop
Workload:	2 webinars of 2-2.5 h each = 1 workshop day
Trainer:	Philipp Gramlich
Target group:	PhD students, postdocs and junior group leaders



In this negotiation workshop, you'll learn about salary, contract, and other negotiations using the Harvard Negotiation Principles.

Negotiations are crucial success factors for all types of careers, whether we negotiate about salary, contracts, or working conditions or when trying to solve a conflict as a conflict party or a mediator. Some people fear negotiations or dislike them for fear of being sleazy to 'win.'

Don't worry; in this course, you'll learn to use negotiation principles, which will further your relationships. They will help you be assertive without using the elbow and are applicable in many situations.

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Salary negotiations - When to leave the table - Is it only the salary we're talking about? - In which situations and when is negotiating appropriate?	Hard vs. soft - Do you need to be 'tough' to 'win' or is there a better way? - Does the relationship to the other side have to suffer? - Can I be assertive to my interests without being 'bossy'?
Negotiations for conflict resolution - Getting the buy-in from the other side to form a lasting agreement - Tactics vs. open cards: when to choose which route?	Gender- and institutional perspective - Why are women earning less? - Can women ask for more without paying a social price? - "Why should I pay women more if they don't ask for it?" The institutional perspective on the gender wage gap: overcoming the zero-sum game

Course flow online

Day 1	Day 2 - 4	Day 5	Optional
Live webinar - Course introduction - Harvard Principles - Case: Salary negotiations	The participants work through the materials, assignments and their personal case study at their own speed. The instructor provides feedback.	Live webinar - Analyse and discuss tricky cases - Debriefing - Feedback	Participants prepare for a negotiation and receive individual feedback from the course instructor

*This course can be used in the context of **gender**: why are women still earning less than men? We can give a particular focus to biases and stereotypes. For PhD students and postdocs: how can we play this playing field more successfully? For PIs: How can we change the playing field towards fairer negotiations and do we want this at all?*

*This course can be extended into the field of **conflict management** to give the full 2-day workshop "Conflict management".*