

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



Negotiations are a crucial success factor for all types of careers, whether we negotiate about salary, contracts, working conditions, or when trying to solve a conflict. Some people are afraid of negotiations or dislike them for fear of having to be sleazy to 'win'.

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

info@naturalscience.careers

Tel: +31 (0) 6 1960 0588 (Karin); +31 (0) 6 824 54 258
or +49 (0) 152 0600 5189 (Philipp)
www.naturalscience.careers

<p>Salary negotiations</p> <ul style="list-style-type: none"> - When to leave the table - Is it only the salary we're talking about? - In which situations and when is negotiating appropriate? 	<p>Hard vs. soft</p> <ul style="list-style-type: none"> - 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'?
<p>Negotiations for conflict resolution</p> <ul style="list-style-type: none"> - Getting the buy-in from the other side to form a lasting agreement - Tactics vs. open cards: when to choose which route? 	<p>Gender- and institutional perspective</p> <ul style="list-style-type: none"> - 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
<p>Live webinar</p> <ul style="list-style-type: none"> - Course introduction - Harvard Principles - Case: Salary negotiations 	<p>The participants work through the materials, assignments and their personal case study at their own speed.</p> <p>The instructor provides feedback.</p>	<p>Live webinar</p> <ul style="list-style-type: none"> - Analyse and discuss tricky cases - Debriefing - Feedback 	<p>Participants prepare for a negotiation and receive individual feedback from the course instructor</p>

*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".*

info@naturalscience.careers

Tel: +31 (0) 6 1960 0588 (Karin); +31 (0) 6 824 54 258
 or +49 (0) 152 0600 5189 (Philipp)
www.naturalscience.careers