

Negotiation skills for scientists

Topic area:	(Self-) management
Format:	Online or in-house workshop
Workload:	Online: 4 x 2.5 h-webinars plus self-paced work on our learning platform; in-house: 2 workshop days
Trainer:	Philipp Gramlich
Target group:	PhD students, postdocs and junior group leaders



In this workshop, you'll learn to negotiate your salary, contract and working conditions, and to engage constructively in conflicts.

Negotiations are crucial to success in all types of careers. Yet many people dislike negotiating: they worry about damaging relationships or feel they have to be sleazy or aggressive to 'win'.

There is another way. In this workshop, you'll learn and practise principled negotiation: how to stand up for your interests without unnecessarily damaging relationships. You'll apply these skills to salary and contract negotiations, difficult workplace situations and conflicts.

In this course, you'll learn about:

Salary and contract negotiations

- Salary benchmarks and when to leave the table.
- What else can you negotiate besides salary?
- *Negotiating contracts and working conditions.*

Hard vs. soft: principled negotiation

- Do you need to be 'tough' to 'win' or is there a better way?
- Does the relationship with other side have to suffer?
- Can I be assertive about my interests without being 'bossy'?

Negotiation for conflict resolution

- Getting buy-in from the other side to reach lasting agreements.
- Looking for win-win solutions that address both sides' interests.
- Using negotiation principles to mediate conflicts between others.

Gender and institutional perspectives

- How can stereotypes and social expectations affect negotiations and their outcomes?
- The institutional perspective on the gender pay gap: moving beyond the zero-sum game.

Workshop format and materials

Online: Two interactive 2.5-hour webinars, combined with self-paced work on our learning platform. Alongside the webinar phase, participants have three weeks to deepen their learning and can receive individual feedback from the trainers.

In-house: All participants receive a PDF script of the course, allowing them to revise the material at their convenience.