



Team/Global Negotiations

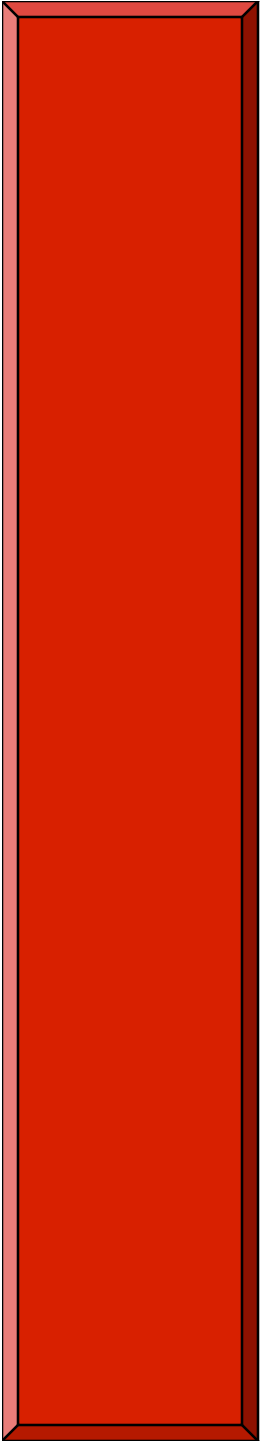
15.665
Power and Negotiation

Professor M. Williams



Agenda

- Video Conclusion
- Team Negotiations
- Intergroup Challenges
- Break
- Negotiate



VIDEO



Take Aways

- 1. Power exists in recognizing implicit negotiations**
- 2. Understand your sources of power**
 - Power analyze can give you confidence in dispute/distributive and integrative situations
 - Recognizing your power is as important as having it
- 3. Think about how to persuade**
 - 6 principles
 - (Sensing/iNtuitive; Thinking/Feeling)



6 Principles of Persuasion

-Cialdini

- **Liking**
- **Reciprocity**
- **Social Proof**
- **Consistency**
- **Authority**
- **Scarcity**



Principles of Persuasion

-Cialdini

- **Liking**- people like those who like them. A weaker argument will convince people who like you.
- **Reciprocity**- people repay in kind. In general, this goes for cooperation, trust, empathy, help.
- **Social Proof**- people follow the lead of similar others. (Social comparison Theory)
- **Consistency**- people fulfill written, public, and voluntary commitments



Principles of Persuasion

-Cialdini

- **Authority**- people defer to experts.
- **Scarcity**-people value what is scarce. Framing that highlights losses or lost opportunities can be very persuasive



The Wisdom of Teams in Negotiation

Thompson (2001)

1. Compared with solo negotiators, teams **create** more value
 - having a negotiating team as a counterpart produces more information sharing during the negotiation and more integrative solutions
2. Teams ***believe*** they are more effective at claiming value (Team efficacy effect)



Team Challenges

Thompson (2001)

- **Selecting team members**
- **How many on a team**
- **Communication within the team**
- **Team cohesion**
- **Information processing**



Team Process details

Thompson (2001)

“Team members can be selected for skills

Negotiation Expertise

Technical Expertise

Interpersonal skills

“Team members can play roles (e.g., good cop-bad cop)

◆ **Team size:** As teams grow in size, coordination problems increase. The benefits of increasing team size level off as teams grow over 5 members.



Team Process details

Thompson (2001)

“ **Common Information bias**-in general, teams are more likely to retrieve and discuss information held by all members. As redundancy of information decreases, so are chances of retrieving it.

“ **Information pooling effect**- Friends are more likely to pool their diverse information than strangers

“ **Cohesive group perform better than non-cohesive groups**
(common identity or common bond)



Team Strategies

- **Prepare as a team not separately**
- **Plan schedule breaks (to regroup)**
- **Role-play with each other**
- **Determine accountability**



Intergroup Negotiations



Stereotypes

- Stereotypes neither good nor bad
 - Swift trust
 - Swift distrust
 - Neutral or irrelevant information



Intergroup Processes

- **Stereotypes**
 - **category-based processing**
 - **subcategories**
 - **individuating information**



Intergroup Processes :

Group Conflict is Critical

- Real**
- Symbolic**

- Enhance our own side and denigrate the opposition**



Intergroup Processes :

Stereotypes, Prejudice, Discrimination

Group Conflict is Critical

- Real
- Symbolic

- stereotype activation-**info processing**
- stereotyping-**beliefs**
- prejudice-**negative feelings**
- discrimination –**negative actions**



In negotiation,

Biased perceptions- devalue other party's concessions

Naive realism-

- we assume that we see the world objectively
- we assume that others see the world as we do
- when we disagree, we believe that others are biased and irrational and
 - **overestimate their extremism**
 - **overestimate the degree of conflict**
 - **underestimate the size of the bargaining zone**



Negotiation Exercise

- Break 15 minutes
- Negotiation will begin promptly after break
- You will have 60 minutes
- Complete post-negotiation forms
- Record thoughts for next week debrief
- Turn in forms and Happy Thanksgiving!