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# **Negotiating Essential Managers**

**Why do parents who pull off  
multi-million dollar deals at**

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**work struggle to negotiate with their kids at home? This book provides insights and solutions from the scientific literature in organizational behavior, decision-making, psychology, and**

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**negotiations. People often don't bring their best professional skills to conversations with their kids. Sometimes they are derailed by their kids' emotional tactics and lack of**

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**rationality, and sometimes they are simply overwhelmed and exhausted by their own demanding lives. In Negotiating at Home, Terri R. Kurtzberg and Mary C. Kern offer**

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**guidance to parents, based on research conducted over decades in related fields on how to negotiate effectively. The authors argue that effective negotiations are not merely the task of**

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**creating a single solution to an immediate problem, but instead are about creating a process by which the interests of both sides are routinely considered and solutions are generated**

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**together. Kurtzberg and Kern cover individual preferences and strategic approaches to resolving conflicts, the many psychological concepts of fairness, and the common**

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**tactics used to attain power in this setting. Combines explanations of effective negotiation strategies with specific tips for implementing them in interactions with your kids**



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**demonstrate the common "pain points" experienced by parents Includes a guide for kids to learn the basic rules of effective negotiating for use in their own lives**  
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**interaction involves negotiation, yet we often miss the cues that would allow us to make the most of these exchanges. In Getting (More of) What You Want, Margaret Neale and Thomas**

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**rational behaviors. Whether you're shopping for a car, lobbying for a raise, or simply haggling over who takes out the trash, Getting (More of) What You Want shows how negotiations**

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**regularly leave significant value on the table-and how you can claim it.**

**Understand the context of negotiations to achieve better results Negotiation has always been at the heart**

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**of solving problems at work. Yet today, when people in organizations are asked to do more with less, be responsive 24/7, and manage in rapidly changing environments, negotiation is**



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**more essential than ever. What has been missed in much of the literature of the past 30 years is that negotiations in organizations always take place within a context—of**

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**organizational culture, of prior negotiations, of power relationships—that dictates which issues are negotiable and by whom. When we negotiate for new opportunities or increased**

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**flexibility, we never do it in a vacuum. We challenge the status quo and we build out the path for others to negotiate those issues after us. In this way, negotiating for ourselves at work can**

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**create small wins that can grow into something bigger, for ourselves and our organizations. Seen in this way, negotiation becomes a tool for addressing ineffective practices and**

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**outdated assumptions, and for creating change. Negotiating at Work offers practical advice for managing your own workplace negotiations: how to get opportunities,**

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business transactions. The book is unique in two ways. First, the book not only covers negotiation concepts, but also provides practical actions you can take in future negotiations. This includes a Negotiation Planning Checklist

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and a completed example of the checklist for your use in future negotiations. The book also includes (1) a tool you can use to assess your negotiation style; (2) examples of "decision trees," which are useful in calculating

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your alternatives if your negotiation is unsuccessful; (3) a three-part strategy for increasing your power during negotiations; (4) a practical plan for analyzing your negotiations based on your reservation price, stretch goal,

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most-likely target, and zone of potential agreement; (5) clear guidelines on ethical standards that apply to negotiations; (6) factors to consider when deciding whether you should negotiate through an agent; (7)

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psychological tools you can use in negotiations—and traps to avoid when the other side uses them; (8) key elements of contract law that arise during negotiations; and (9) a checklist of factors to use when you evaluate your

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performance as a negotiator. Second, the book is unique in its holistic approach to the negotiation process. Other books often focus narrowly either on negotiation or on contract law. Furthermore, the books on

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negotiation tend to focus on what happens at the bargaining table without addressing the performance of an agreement. These books make the mistaken assumption that success is determined by evaluating the



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negotiation rather than evaluating performance of the agreement. Similarly, the books on contract law tend to focus on the legal requirements for a contract to be valid, thus giving short shrift to the negotiation

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process that precedes the contract and to the performance that follows. In the real world, the contracting process is not divided into independent phases. What happens during a negotiation has a profound

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impact on the contract and on the performance that follows. The contract's legal content should reflect the realities of what happened at the bargaining table and the performance that is to follow. This book, in contrast

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to others, covers the entire negotiation process in chronological order beginning with your decision to negotiate and continuing through the evaluation of your performance as a negotiator. A business

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executive in one of the negotiation seminars the author teaches as a University of Michigan professor summarized negotiation as follows: "Life is negotiation!" No one ever stated it better. As a mother with young

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children and as a company leader, the executive realized that negotiations are pervasive in our personal and business lives. With its emphasis on practical action, and with its chronological, holistic approach, this book

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provides a roadmap you can use when navigating through your life as a negotiator.

Get the secrets of success in this bestseller that can change life for the better. Claiming that the world is a giant negotiating table,

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renowned negotiator Cohen teaches the art of negotiation with dozens of concrete examples.

Culture, Relationships,  
Negotiating, Etiquette,  
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## Managing People

A practical guide to negotiating which will give you the information and skills to succeed Find out how to improve your negotiating skills by

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defining your style, preparing properly and designing your meeting structure. You'll learn to build relationships, develop trust and negotiate fairly. Tips,

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dos and don'ts and 'In Focus' features on what to do in a particular situation, plus real-life case studies demonstrate how to manage an impasse, persuade others and close

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the deal. Dip in and out of topics for quick reference.

From two leaders in executive education at Harvard Business School, here are the mental habits

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and proven strategies you need to achieve outstanding results in any negotiation. Whether you've "seen it all" or are just starting out, Negotiation Genius will

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dramatically improve your negotiating skills and confidence. Drawing on decades of behavioral research plus the experience of thousands of business clients, the

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authors take the mystery out of preparing for and executing negotiations—whether they involve multimillion-dollar deals or improving your next salary offer.



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What sets negotiation geniuses apart? They are the men and women who know how to:

- Identify negotiation opportunities where others see no room for discussion
- Discover

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the truth even when the other side wants to conceal it •Negotiate successfully from a position of weakness •Defuse threats, ultimatums, lies, and

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other hardball tactics

- Overcome resistance and “sell” proposals using proven influence tactics
- Negotiate ethically and create trusting relationships—along with

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great deals •Recognize when the best move is to walk away •And much, much more This book gets “down and dirty.” It gives you detailed strategies—including

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talking points—that work in the real world even when the other side is hostile, unethical, or more powerful. When you finish it, you will already have an action

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plan for your next negotiation. You will know what to do and why. You will also begin building your own reputation as a negotiation genius. DK's best-selling

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options, and uses objective criteria to help two parties reach an agreement

Getting to Yes  
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panels, and real-life case studies explain how to help customers solve their business problems, add value to relationships, and close more deals. Negotiating This section teaches you the skills you need to deal with

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suppliers, resolve internal conflicts, and conduct multiparty discussions. Step-by-step instructions, tips, checklists, and "Ask yourself" features show you how to find a strong starting position, bargain

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effectively, and close a deal. Tables, illustrations, "In focus" panels, and real-life case studies help you to avoid conflict, build coalitions, and persuade other people. Presenting Part three of this



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informative and inspiring package teaches you how to prepare, capture attention, speak confidently, and deliver your message. Step-by-step instructions, tips, checklists, and "Ask yourself" features show you

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how to structure your presentation, engage with your audience, and make an impact. Tables, illustrations, "In focus" panels, and real-life case studies demonstrate ways to build confidence in your

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message and inspire trust. We often assume that strategic negotiation requires us to wall off vulnerable parts of ourselves and act rationally to win. But, what if you could just be you in

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business? Taking a positive approach, this brief distills years of research, teaching, and coaching into an integrated framework for negotiating genuinely. One of the most fundamental and challenging battlegrounds in

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our work lives, negotiation calls on us to compete and cooperate to do our jobs well and achieve extraordinary results. But, the biggest challenge in a negotiation is to be strategic while also being

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real. Author Shirli Kopelman argues that this duality is both possible and powerful. In *Negotiating Genuinely*, she teaches readers how to reconcile the disparate hats that they wear in everyday life—with families, friends,

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and colleagues—bringing one "integral hat" to the negotiation table. Kopelman develops and shares techniques that illuminate this approach; exercises along the way help readers to negotiate more naturally,

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positively, and successfully.

How the Secrets of Economics and Psychology Can Help You Negotiate Anything, in Business and in Life  
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