EVE Leadership Program
Singapore, July 2018

LEADERSHIP & NEGOTIATION WORKSHOP

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OBJECTIVE

Enjoy being a leader and a negotiator

by doing FIRST THINGS FIRST
Oil Pricing
• After reading the instructions, please answer 2 questions:
  – What are your team objectives for this game?
  – What are the moves to meet your objectives?
EVE Leadership Program
Singapore, July 2018

RESPONSIBLE NEGOTIATION
for Sustainable Partnerships

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**EVE Leadership Program** *(Singapore, July 2018)*
### EVE Leadership Program (Shanghai, July 2017)

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## EVE LEADERSHIP PROGRAM

Paris, June 2017

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• ENJOY BEING A LEADER AS NEGOTIATOR

• DO FIRST THINGS FIRST

• NAVIGATE THROUGH THE 3 NEGOTIATION PILLARS
  – People
  – Process
  – Problems
Responsible Negotiation

FIRST!
The Challenge: Partisan Perceptions
(K. Allred, L. Ross)

Negative views about others: “ACCUSER’S BIAS”
- We tend to accuse the others
- We attribute bad intentions to them
- We blame their personality, their character
- “Hell is the other.” – Sartre

Positive views about myself: “EXCUSER’S BIAS”
- We tend to excuse ourselves
- We invoke good intentions
- We blame the situation, never ourselves
- “The road to hell is paved with good intentions.”
A First Move to Engage PEOPLE
(Aristotle, Mnookin, Lempereur)

- Empathize
- Put yourself in their shoes
- Perceive actively

&

- Assert yourself
- Help them step into your shoes
- Persuade actively
Communicate to build TRUST
(M. Nikolic, A. Lempereur)

Pull

MY AGENDA

THEIR AGENDA

Push

DIALOGUE

Communicate to build trust through dialogue, pulling and pushing strategies to align agendas.
SECOND PILLAR
## The Challenge: The Negotiator’s Dilemma
(Lax & Sebenius)

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<th>Competition</th>
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### Cooperation
- +
- ++

### Competition
- ++
- +
A First Move to Solve PROBLEMS
(Lax & Sebenius)

Cooperate & Compete

Take Risks & Make Benefits

Create Joint Value & Distribute Fair Value
Build a Win-Win Transaction

- Supply Value
- Demand Value
- OPTIMAL & FAIR DEAL

Build a Win-Win Transaction
Responsible Negotiation

THIRD PILLAR
THE CHALLENGE OF AGENCY: DYNAMICS BEHIND & ACROSS THE TABLE
(J. Pratt & R. Zeckhauser)

My Principal

1
Mandate

My report back

3

NEGOTIATOR AS AGENT

2
External negotiation

Their Agent

4
Their report back

Their Principal
A First Move to Facilitate the PROCESS

Build a contract across the table

Respect the mandate behind the table

Enhance external reputation

Ensure internal loyalty

Build a transaction

Build in implementation

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Develop Sustainability
(A. Lempereur)

INTERNAL LOYALTY

EXTERNAL REPUTATION

Implementable Partnership

Contract

Mandate
SUMMARY
VIRTUOUS CIRCLE OF NEGOTIATION

Implementation

Perception

Process

People

Problems

Transaction

Competition

Persuasion

Cooperation
## RESPONSIBLE NEGOTIATION MATRIX

(A. Lempereur)

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<th>PEOPLE MOVE</th>
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THANK YOU!

RESPONSIBLE NEGOTIATION
FOR SUSTAINABLE PARTNERSHIPS

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PROGRAMME