Negotiating

*Mid + Early Labs/Industry*

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Negotiation

Dictionary definition
• A formal discussion between people aimed at reaching an agreement

In practice
• Usually involves two parties, sometimes more
• Agreement on compensation, work logistics, resources, work assignments, responsibilities, research direction

What works best
• Find win-win for all parties
Example Negotiation Topics

Career progression
- Salary
- Promotion

Working environment
- Tasks
- Colleagues
- Schedules
- Collaborators

Resources
- Funding
- Personnel
- Space
- Travel

Social
- Meals
- Activities
4 Steps to Negotiation

• Preparation
• Authentic Engagement

• Clarity
• Closure
Preparation

• Know your fit
• Know your org dynamics
• Leverage mentors

• Know who you are negotiating with
• Know your value
• Know the value to the organization
Clarity

• Determine and know what you need

• Know your BATNA - Best Alternative to a Negotiated Agreement

• Prioritize and limit negotiation areas
Authentic Engagement

- Be sincere

- Be direct

- Opportunity for relationship building

- Don’t burn bridges
Closure

• Reiterate your value
• Establish next steps

• Reiterate your sincerity
Exercise 1
Read the paper describing your situation
Negotiate with your partner (10 min)
Results discussion

Exercise 2
Read the paper
Negotiate with your team (10 min)
Results discussion