

Have you ever tried to negotiate your salary or negotiate better terms?

What approach did you take ??



Diploma in Career Advancement

– Part I



Lesson 7

Salary Negotiation

The image is a dense word cloud centered around the concept of negotiation. The words are arranged in a grid-like structure, with 'NEGOTIATION' at the top center in large, bold, dark gray letters. Below it, 'DISTRIBUTIVE' and 'INTEGRATIVE PROCESS' are also prominent in large green and brown letters respectively. Other significant words include 'AGREEMENT', 'RELATIONSHIP', 'ELEMENTS', 'INTERESTS', 'TECHNIQUES', 'ROLES', 'THEORIZERS', 'TACTICS', 'WISDOM', 'POSITIONS', 'ARBITRATION', 'NEGOTIATORS', 'STRATEGY', 'GAIN', 'CAPACITY', 'TEAMS', 'ACTIONS', 'CRAFT', 'PREPARING', 'NEGOTIATOR', 'INTENDED', 'BATTLE', 'PARTY', 'DIVIDED', 'AMOUNT', 'PRINCIPLED', 'COMPLEX', 'SATISFY', 'ADVANTAGE', 'LEGAL', 'COMPRIMISES', 'PEOPLE', 'RATHER', 'ANOTHER', 'APPROACHES', 'SUBSTANCE', 'IMPLIES', 'FIXED', 'PIE', 'ACTION', 'LISTENING', 'EMPLOYED', 'TYPE', 'USED', 'TOOL', 'DISTINGUISH', 'PERSON'S', 'INTERESTS', 'TECHNIQUES', 'TOOL', 'N', and 'END'.

Presented by:

Dan Murphy

Agenda:

Common mistakes

Misconceptions

Characteristics of a great negotiator

What we need to know

How to approach a negotiation

student interactions

Your salary negotiation

Process for doing it



Misconceptions



Good
negotiators are
born, not made

Go with your
gut feeling

Experience is
the best
teacher

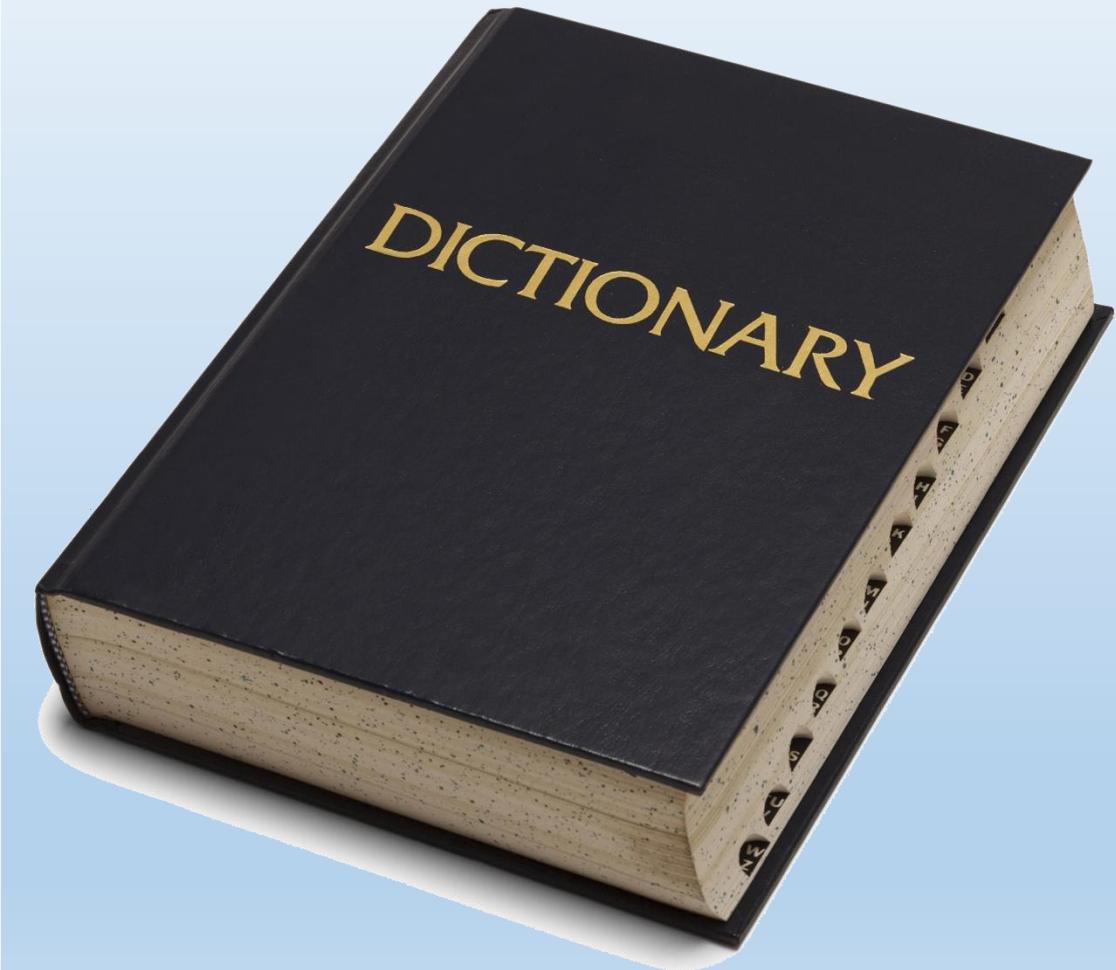
Common mistakes.....



Defn.

Negotiation

Bargaining process between two or more parties seeking to discover a common ground and reach an agreement to settle a matter of mutual concern or resolve a conflict.



Truth about negotiation

Win – Win

Some people see it as adversarial process – one wins, one loses;

- However, it can be a mistake to approach the negotiating table anticipating or even encouraging confrontation.
- Negotiation is not about strong-arming an opponent into submission. Keeping egos in check allows all parties to feel more comfortable voicing opinions and concerns.
- The goal is for all parties to feel positive about the negotiation process.
- Keep the conversation focused on long-term, mutual benefits rather than short-term gains.
- Negotiating is ability to focus on the group, not the individual.

Negotiator Characteristics

Respect

Empathy

Fairness

Discipline

Humour

Stamina

Integrity

Patience

Responsibility

Flexibility

Steps to a successful negotiation

1. Preparation

2. Communication

3. Execution of plan



1. Preparation

Remove emotion

Know what your value is!

What's your bottom line!

Do your research

Check your strategy

Do your research again



2. Communication

Identify the decision maker

Their needs and wants

Barriers /one way streets

Never close a line of communication
Or Topic



2. Communication

How to approach this awkward and complicated question.

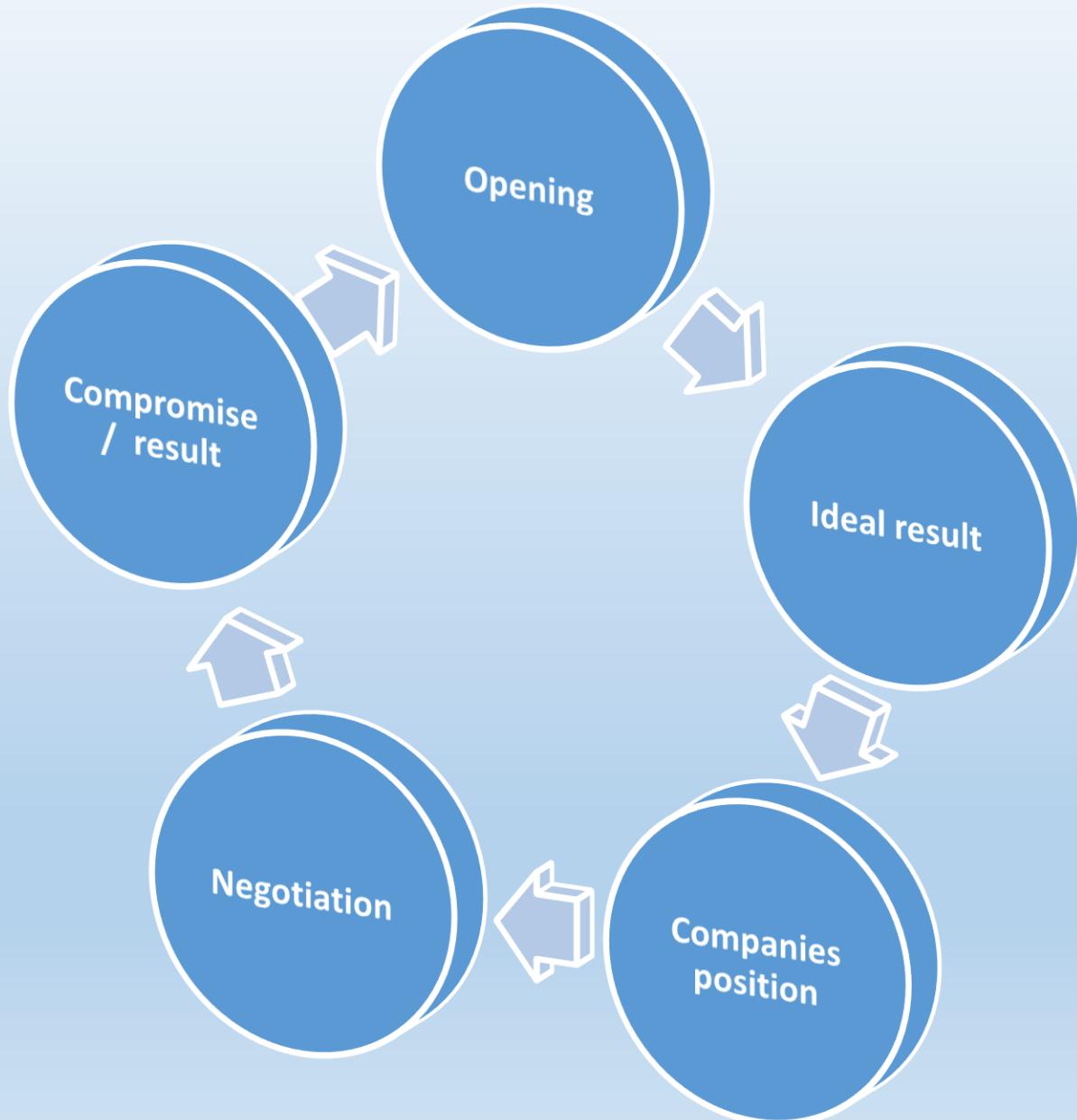
New Employment

You have been offered a position they want you now its time to work out the details ask simple questions can we discuss the term of employment package?

Current Employment

Organize a meeting with your direct-line manager, In the meeting ask for an open discussion to salary or benefits talk, you may not be speaking to the decision maker but it is important to go through the correct channels this will also help you discuss performance and gauge what perception your superiors have of you.

3. Negotiation process



- **Opening**
 - Should be friendly and excited to start the new role
 - Subtle reminders of why you ideal for the role.
- **Ideal Result**
 - Layout out your ideal salary and benefits.
 - Reviewing your experience/skill/educator
- **Companies position**
 - Explanation of why they cant offer this.
 - Refurbished offer
- **Negotiation**
 - Discussing new offer details
 - Set up trade offs or future increases
- **Compromised Results**
 - Taking some loses for other winners
 - Agreeing to comeback to table in near future

Your salary negotiation

Know your worth

Past = Future

USP's



Your salary negotiation

Trade in items of unequal value

Extra days off

Performance bonus

Health care for the family

Flexible working hours

Paid education/personal development

Product/service for free

Share options

Favourable KPI's



Live Examples-Student interaction

Example

- You have been offered the role at the end of your 2nd interview.
- The application said 22k-27k depending on experience.
- You have 3+years relevant experience.
- You have been offered 23k what do you ??

Accept/Decline/Negotiation

Principles of a good negotiation



Top tips for Negotiating



Don't be afraid to ask the question

Let them answer/shut up and listen

Do your research

Don't rush this is your time

Show them how you will meet the need and wants

Don't give anything away

This is not personal remain professional

Identify your wants to company's goals



Live Examples

Example



- After a successful interview , you receive a call offering you the position and the contract will be sent via email now you have 2 days to make a decision .
- The offer is good but not great and the holiday days are low.
- On the application it didn't state what the salary was although mentioned be industry competitive.
- What do you do???and how???

Accept/Decline/ Negotiation

Master Your Career Now



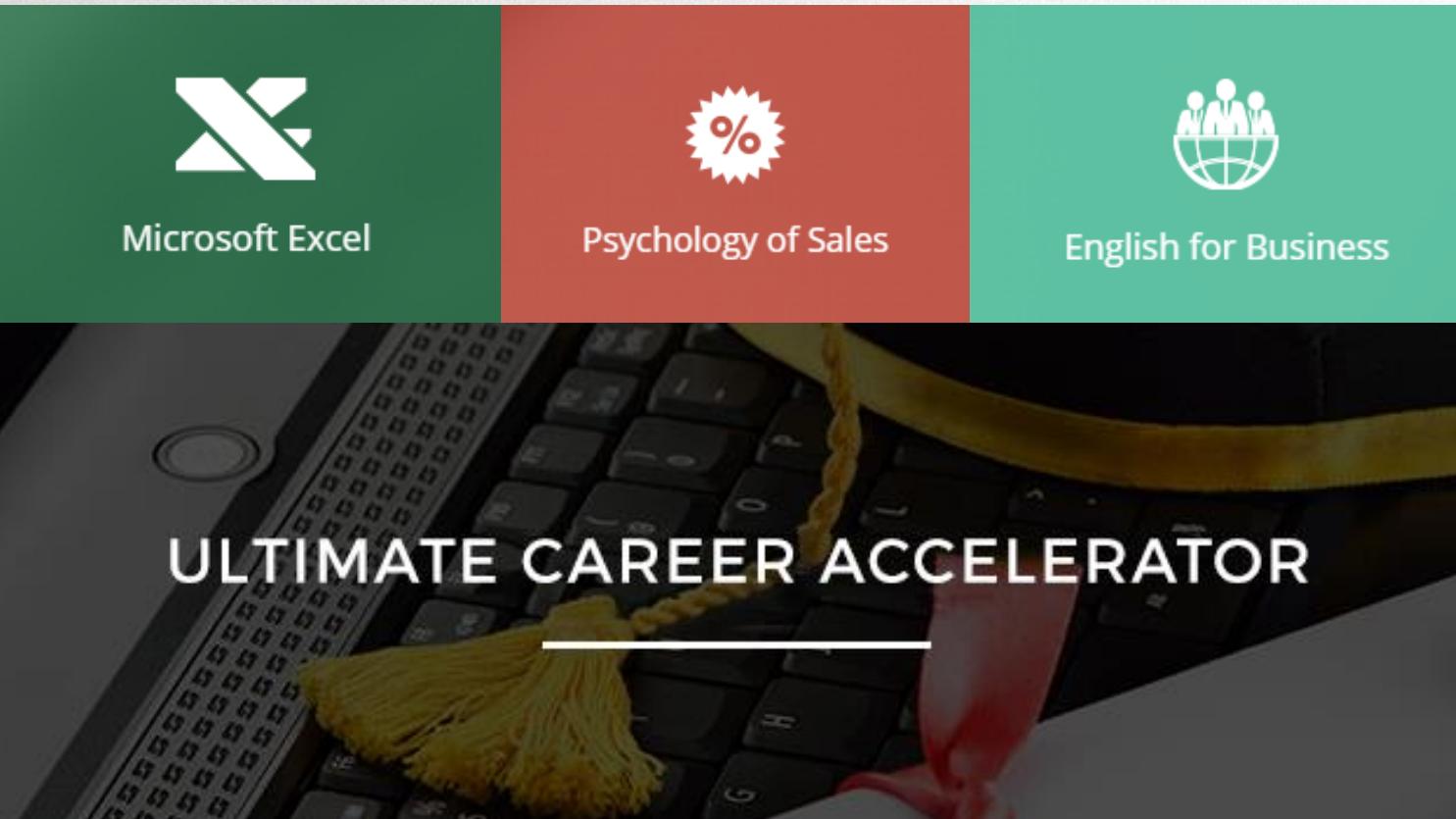
Microsoft Excel



Psychology of Sales



English for Business



ULTIMATE CAREER ACCELERATOR

All Future Career Courses

100+ Full Diploma Courses coming this Year!!!

Plus Member Exclusive Courses