Jess McGuire

MGT 317

Journals 9-12

December 14th, 2018

Journal #9

6.5 & 6.7

This negotiations was very different for me. I was given the role of arbitrator/mediator and found that being an arbitrator was very difficult. My job was to be objective and decisive and just decide which isn’t a strength of mine. I went with my gut and simply went with my gut and chose the older more established man for economic reasons. The interesting part was being the mediator. I negotiated with two people but I do not think both people understood the exercise. I sat down ready to hear both sides and after hearing both the younger inexperienced writer simply stated that his relationship with the professor was more important and he would concede his name going first. He asked for nothing in return other than a healthy relationship even after I asked if he wanted a dedication page or any acknowledgment. It was extremely bizarre so I just chalked it up to that classmate not understanding the exercise. This also made my job as a mediator entirely unimportant.

Journal #10

2.1 & 2.3

In class we auctioned off a dollar bill and even though at first I didn’t fully understand the exercise, I ended up betting on the dollar. I was willing to bet up to $1.95 partly because that was how much I had in my wallet at the time but also because I knew once it was myself and another classmate betting back and forth I knew I would lose money until I reached $1.99. Afterwards we performed a questionnaire that phrased questions in different ways. More favorable phrases results in agreeing rather than its counterpart. It’s equivalent to seeing the glass half full or empty depending on how the question was phrased. This teaches to focus on the positive words, phrases, and concepts while negotiating.

Journal #11

4.1 & 4.2

This was definitely the most challenging exercise we have done. While having to try and get the best possible deal, I had to pretend and act to be a certain way that does not come naturally for me. As a beta, my job was to act passively and respectfully and honestly felt like we were constantly conceding in stance while the Alpha’s would refuse to budge. That was extremely frustrating because when our group could not agree to put our foot down and threaten to walk away because we were supposed to be playing a part. I found that in order for us to negotiate appropriately it would have simply been easier if we threw our culture away and were just looking for the best possible deal. I feel that four girls and I completely ignored the gender boundaries because it was too difficult to pretend that we were unable to speak to men. Given that we negotiated with Ray who is very vocal and aggressive it’s was too difficult to ignore everything that he said. This obviously would have been significantly harder in a real life setting because the four of us would have had a hard time speaking up to him and he would have just taken advantage of the betas.

Journal #12

Calagri in Latin America (2 vs. 2 vs.2 vs. 2 vs. 2)

5.1, 5.2, 5.3

This exercise was hard to participate in. I felt that two groups in the negotiation were either unneeded or just didn’t know the material to step up and speak. It felt like only a three party negotiation with two groups sitting in and disagreeing every once and a while. The ability to talk to other groups before the formal negotiation in a social hour was a massive advantage. We were able to have a conversation with CalAgri and discuss what they wanted from the deal and align our preferences and team up with one another. I was also able to literally write down what it was the CalAgri wanted so when they stated they wanted something else and our spokesperson spoke out angrily I was able to steer her in the write direction. That CalAgri was bluffing about a favorable size of investment in order to get El Pais to reciprocate the same movement else where.

As far as my goals in class I can definitely say that I am much more experienced in negotiation. I understand different skills I can utilize. One of the most important things is to be prepared and well informed. Through each exercise I realized that my original thought of my aggressive and confronational tendencies would be present when negotiating would be a problem. Constantly I would have group members have to tell me that I need to be friendlier if I wanted to come to an agreement. If I am going to leave this class with anything it will be the saying to remain, “ soft on people and hard on issues.”