Jess McGuire

Journals 9-12

MGT 317

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Journal #9

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.

In the readings from class this week we learned about the importance of being able to restructure negotiations in order to keep a healthy relationship between both parties. The three types of renegotiation are postdeal, intradeal, and extradeal. For post deals it is important that during the duration of the original agreement that each party realize what would better suit there needs to they can craft a better deal following the completion of the original agreement. For intradeal during the duration of the agreement there is flexibility to renegotiate terms like for example if a delievery service has to accommodate for rising gas prices they may want to be able to raise there rate to cover costs. And finally extradeals is when one party insists on renegotiating the terms of a contract without a legal right to do so and the other party can agree in order to salvage the relationship.

Journal #10

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.

Negotiating with liars was one of the most meaningful readings from the semester. In many exercised before this reading I felt that I was being lied to and didn’t know the correct way of approaching the situation. The steps that can be taken such as asking questions and taking notes as well as being prepared are very important when it comes to being able to catch liars. The different principles in place depend on your ethics, but if a lie cannot be proven wrong I would personally go for it as long as there is no way you can get caught. In the second reading of emotions in negotiation discusses the importance of being able to tap into your emotions in order to take advantage of your counterpart. It is very important though to avoid negative emotions as in the end if you’re trying to reach an agreement likeability is extremely important.

Journal #11

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.

This reading about women not asking in negotiations did strike home for me. In the first week of classes I wrote about one takeaway I wanted from class was being able to ask for things myself given the stigma of women being unwilling to ask for themselves. The reading states the emphasis women place on the relationship rather than the money which while it’s a stereotype I see this in myself. This class has made me aware that I do find negotiation to be awkward to ask for what I am worth and I hope to continue to grow in this skill until I am able to demand it from others.

Journal #12

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.

Respecting others culture while negotiating is extremely difficult. It feels like you’re thinking about every move and word you say in order to avoid offending anyone while also trying to reach a favorable deal. Additionally you try to avoid playing into any stereotypes your country may have about them because present at any negotiation are four cultures, each individuals cultures and your stereotypes of each others cultures.

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 confrontational 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.