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# ADDITIONAL RESOURCES

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*Let's keep in touch via LinkedIn! I usually only link with people I've actually met, so if you'd like to connect, please refresh my memory -- let me know that you took this workshop. Thanks!*

# HANDOUTS

(distributed along with this presentation)

## **“Top 20 Tactics”**

*By the Shapiro Negotiations Institute*

This is an overview of some of the most common negotiation personas. See the following page for some recommended books by the founder of this institute.

## **Other Materials**

*By Irene Hsieh*

- Sample Dialogue During the Negotiation and Research Process
- Exercise 1: Designing Your Compensation Structure
- Exercise 2: A Mock Negotiation

## BOOKS

### **Getting to Yes: Negotiating Agreement Without Giving In**

*By Roger Fisher, William L. Ury and Bruce Patton*

Originally published over 30 years ago, this book is widely considered to be the classic book on negotiations and is based on the work of the Harvard Negotiation Project.

### **The Power of Nice: How to Negotiate So Everyone Wins**

*By Ronald M. Shapiro, Mark A. Jankowski, James Dale and Jr. Cal Ripken*

### **Dare to Prepare: How to Win Before You Begin**

*By Ronald M. Shapiro and Gregory Jordan*

# BOOKS

## **Bullies, Tyrants, and Impossible People: How to Beat Them Without Joining Them**

*By Ronald M. Shapiro, Mark A. Jankowski, and James Dal*

The lead author, Ron Shapiro, is an attorney, sports agent, New York Times best selling author, expert negotiator, educator, speaker, and civic leader. Ron co-founded the Shapiro Negotiations Institute, which has generously granted permission for the reprint of its “Top 20 Tactics” handout for this salary negotiations workshop. Additional information about the Shapiro Negotiations Institute can be found here: [www.shapironegotiations.com](http://www.shapironegotiations.com).

## **An Engineer's Guide to Silicon Valley Startups**

*By Piaw Na*

Piaw draws from his experiences working at various startups including Google where he was a pre-IPO employee. Recommended by Steve Blank, an entrepreneur, venture capitalist, and author who developed the methodology underlying the “Lean Startup” movement.” The author has provided the chapter on negotiating compensation is free. See the other handouts for this salary negotiation workshop.

## ARTICLES & DISCUSSIONS

### **“How I Negotiated My Startup Compensation”**

*By Michelle Wetzler (<https://keen.io/blog/29904565692/how-i-negotiated-my-startup-compensationd>)*

Very thorough and thoughtful analysis of how to research and determine a compensation structure at a startup. An excellent example of how to prepare for a salary negotiation and includes recommended reading.

### **UC Berkeley School of Law – (<http://www.law.berkeley.edu/12538.htm>)**

This is a salary negotiation guide written for lawyers, but there are many good tips that can be applied to the salary negotiation process in general. It provides a useful compilation of articles on salary negotiation that include suggested responses to common employer questions.

## TV SHOW

### **Pawn Stars**

*(<http://www.history.com/shows/pawn-stars>)*

This is a reality show on the History Channel and about a pawn shop in Las Vegas. While Pawn Stars has nothing to do with salary negotiations, this is an excellent and entertaining way to observe different negotiation personas (see the “Top 20 Tactics” handout) including good cop/bad cop, the bluff, and false deadline.

## LEGAL NEWS ALERTS ON COMPENSATION TOPICS

Occasionally employment legislation is passed that could affect your compensation. When this occurs, many law firms write briefs that outline the issues. The following are two law firms that issue such alerts and have deep experience working with startups and large Silicon Valley companies alike:

### **Wilson Sonsini Goodrich & Rosati**

Search the following link by going to the “Practice Area” (left side of page) and selecting “Employee Benefits & Compensation” for news briefs on legislation related to compensation: <http://www.wsgr.com/WSGR/DBIndex.aspx?SectionName=publications>.

### **Orrick**

Use the advanced search at this link for “Compensation & Benefits” to find briefs on legislation related to compensation: <http://www.orrick.com/Events-and-Publications/Pages/default.aspx>.

## BOOKS & ARTICLES FOR WOMEN

(could be useful to men, too!)

### Ask for It: How Women Can Use the Power of Negotiation to Get What They Really Want

*By Linda Babcock and Sara Laschever*

This is a follow-up to their popular book, *Women Don't Ask: The High Cost of Avoiding Negotiation*.

### **“Negotiating My First Offer As A Female Developer Fresh Out Of Hackbright Academy”**

*By Michelle Glauser (Women 2.0: <http://bit.ly/UTjT75>)*

Great article on the salary negotiating experience of an alumna from a bootcamp.

### **“Do Women Avoid Salary Negotiations?”**

*Hacker News (<http://news.ycombinator.com/item?id=4836834>)*

An interesting and recent discussion among fellow female hackers.