

# Leadership 4 Innovators: Salary Negotiations

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Skoltech

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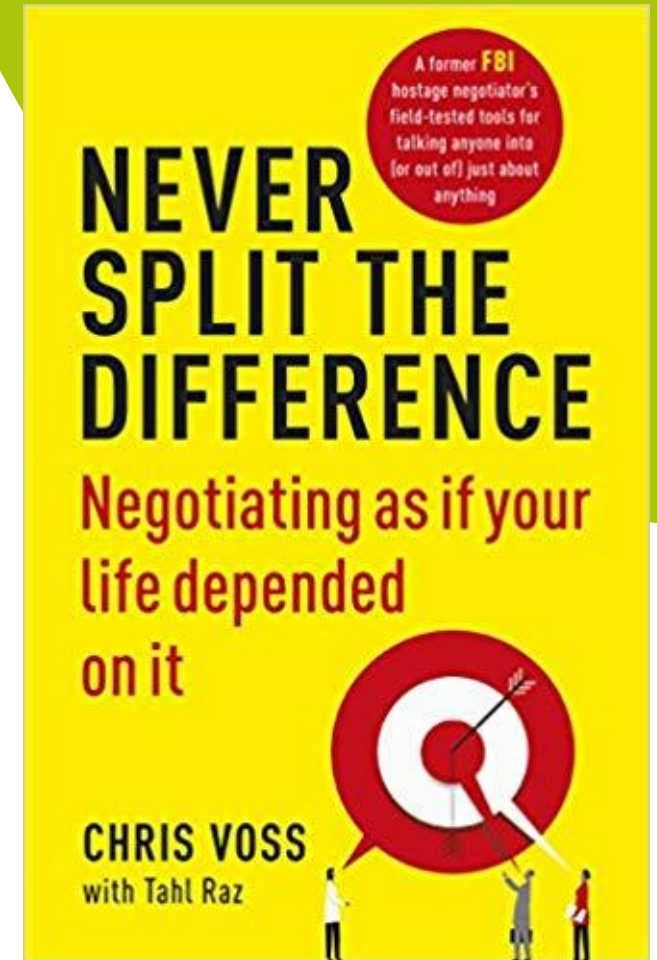


# YOUR COMING NEGOTIATIONS

- **Most important: Selling or receiving equity in startup**
  - True dramatic negotiation: each learning of this course applies
    - Bargain
    - Coordinate
    - Win-Win
- **Most currently coming: Salary negotiation**
  - Conceptually the same as previous, but the price of mistake is less so you may take more risks with anchoring and pushing
- **Most enduring: your domestic and business partners:**
  - No Bargaining, No coordination
    - only WIN-WIN + EQ

# MONEY CONUNDRUM AGAIN

- If you are 50-50 person and believe that all money should be split equally, you got no chance to ask for any venture financing because:
  1. you believe you are no better the others.
    - If you would not believe so, you must have grabbed resources for your perusal because it is socially beneficial to provide resources to the best ppl
  2. you won't be able to comply to your investor request to maximize value
    - You will just give the money out an proudly go to jail for fraud and the breach of your fiduciary duty
- **Independently of your own beliefs you should always expect that your counteragents believe that they bring more value to society then you and that they are bound by obligations towards others**





## Negotiation Process

- ①  **Know what you want**  
\$xx Salary  
stock options  
xx vacation days  
bonuses
- ②  **Do your research**  
This position usually pays...  
This company is still growing...
- ③  **How much do you currently make?**  
Never reveal your current salary.  
If you must, tell them your expected salary.
- ④  **Get it in writing**  
Receive offer.

## Alternative Benefits

- Better job title
- Increased signing bonus
- Earlier review
- more vacation time
- Education Allowance
- Working from home
- Covered travel expenses

## ~ Salary Negotiation Cheat Sheet ~



- ⑤ Compare job offer to:
  - what you want
  - your research
- ⑥ **Create a Request**  

- ⑦ **Wait for counteroffer**  

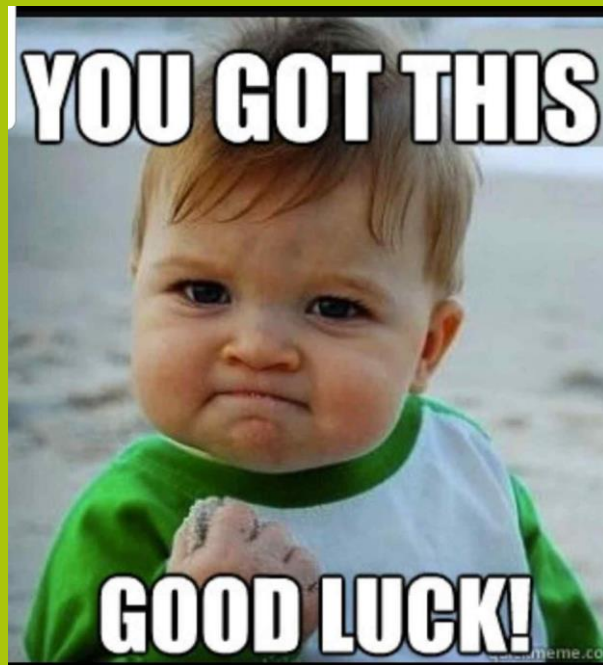
- ⑧ **Reach agreement**  


**Remember!**  
Always be polite & Professional  
**DON'T LOSE YOUR TEMPER**

## DOs and DON'Ts

- DO** negotiate benefits like vacation time, stock options, etc.
- DON'T** just try to negotiate the salary.
- DO** talk about your professional accomplishments and average salaries as reasons why you deserve a higher salary.
- DON'T** bring up personal reasons.  

- DO** be firm in what you say.
- DON'T** go back on your word.  
 \*terms and conditions apply
- DO** work with the recruiter to reach a mutually beneficial outcome.
- DON'T** be adversarial.
- DO** mention serious job offers that are offering more benefits.
- DON'T** fabricate job offers to seem more desirable.

# thx.



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