

# M3L13b. Harvard Negotiation Examples

## Slide #1



The slide cover is divided into two main sections. The left section has a dark background with white and yellow text. The right section is a light gray image of a person in a white shirt standing with hands on hips, looking at a large digital display. The display shows a complex network of nodes and lines, along with several hexagonal icons containing bar charts, line graphs, and network diagrams.

**ATM**  
TEXAS A&M UNIVERSITY  
Engineering

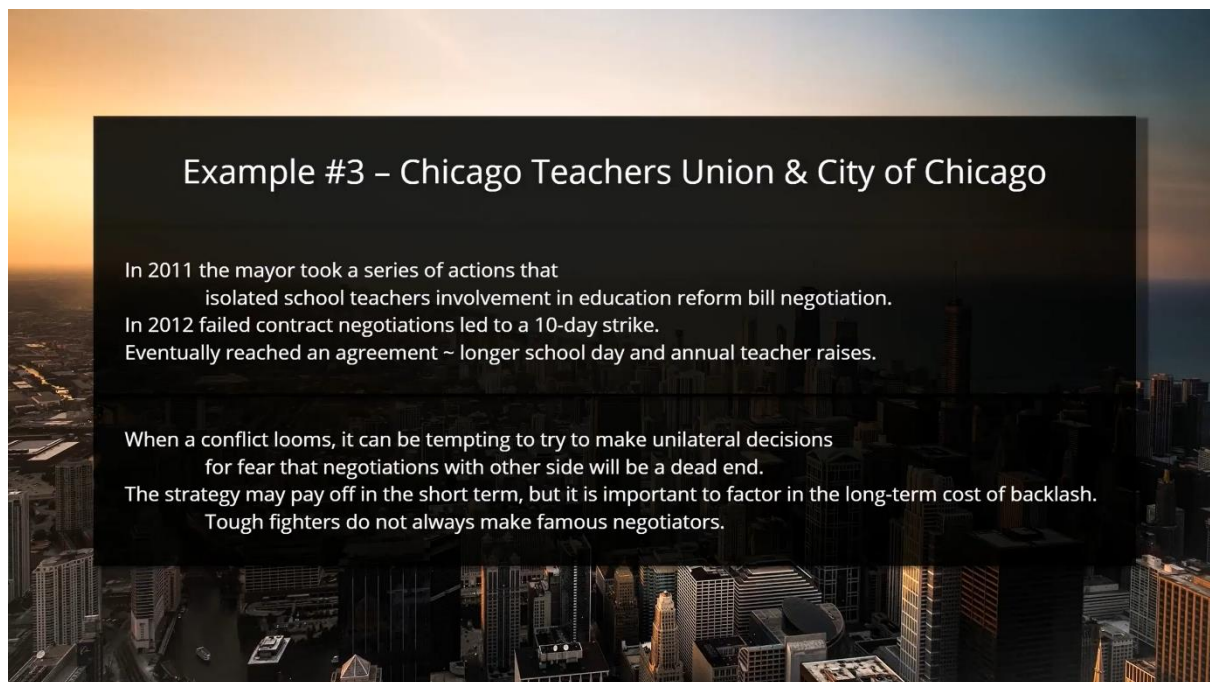
Harvard Negotiation  
Examples

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**TCMT 612** | Technical Management  
Decision Making

MASTERS OF ENGINEERING TECHNICAL MANAGEMENT

## Slide #2



The Negotiation between Chicago Teachers Union.

In February 2011, the mayor of Chicago took a series of actions that isolated Chicago school teachers' involvement in education reform bill negotiations.

In mid-2012, failed contract negotiations between the City of Chicago and Chicago Teachers Union led to a 10-day strike.

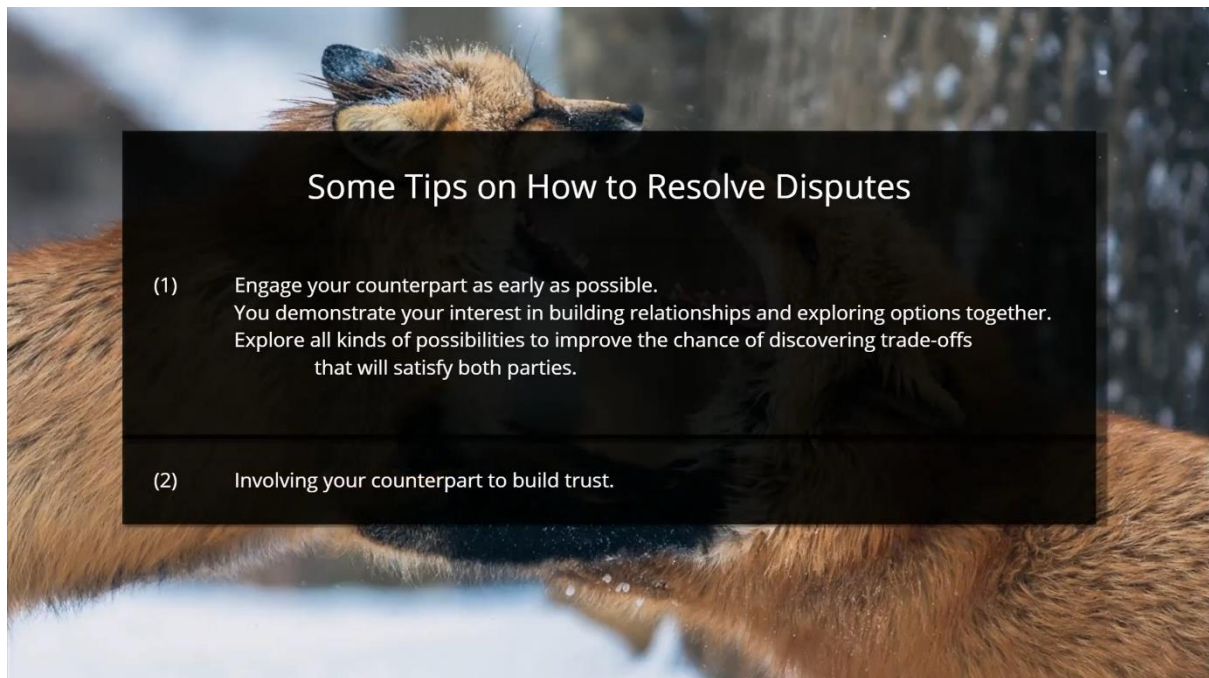
The Chicago Teachers Union and the school board eventually reached an agreement that provided victories for both sides, including a longer school day and annual teacher raises.

When a conflict looms, it can be tempting to try to make unilateral decisions on key issues for fear that negotiation with the other side will be a dead end.

The strategy may pay off in the short term, but it is important to factor in the long-term cost of a backlash.

Chicago Mayor's experience proves that tough fighters do not always make famous negotiators.

### Slide #3



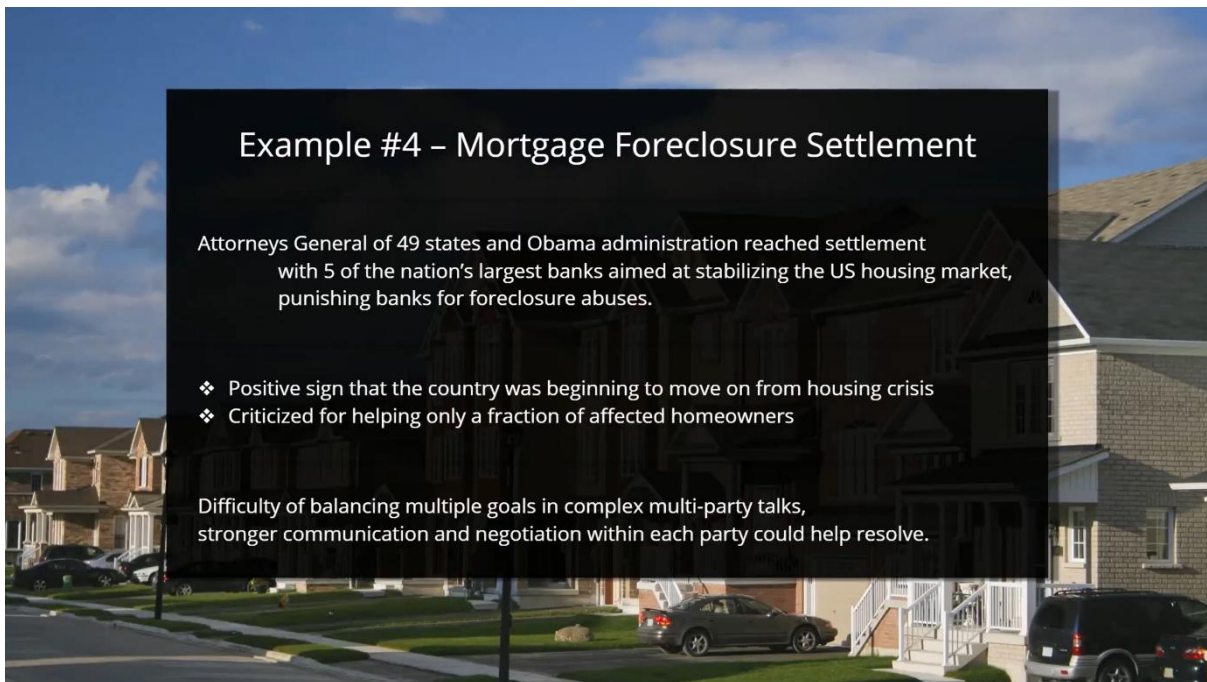
Here are some tips on how to resolve disputes.

First, engage your counterpart as early as possible.

When you reach out to your counterpart in an early stage of a negotiation, you will demonstrate your interest in building a relationship and exploring options together.

With trust and time, you and your counterpart should be able to explore all kinds of possibilities to improve the chance of discovering tradeoffs that will satisfy both parties, involving your counterpart to build trust.

## Slide #4



**Example #4 – Mortgage Foreclosure Settlement**

Attorneys General of 49 states and Obama administration reached settlement with 5 of the nation's largest banks aimed at stabilizing the US housing market, punishing banks for foreclosure abuses.

- ❖ Positive sign that the country was beginning to move on from housing crisis
- ❖ Criticized for helping only a fraction of affected homeowners

Difficulty of balancing multiple goals in complex multi-party talks, stronger communication and negotiation within each party could help resolve.

In early 2012, following months of difficult negotiations, The Attorney Generals of 49 states and the Obama administration reached a settlement agreement with five of the nation's largest banks.

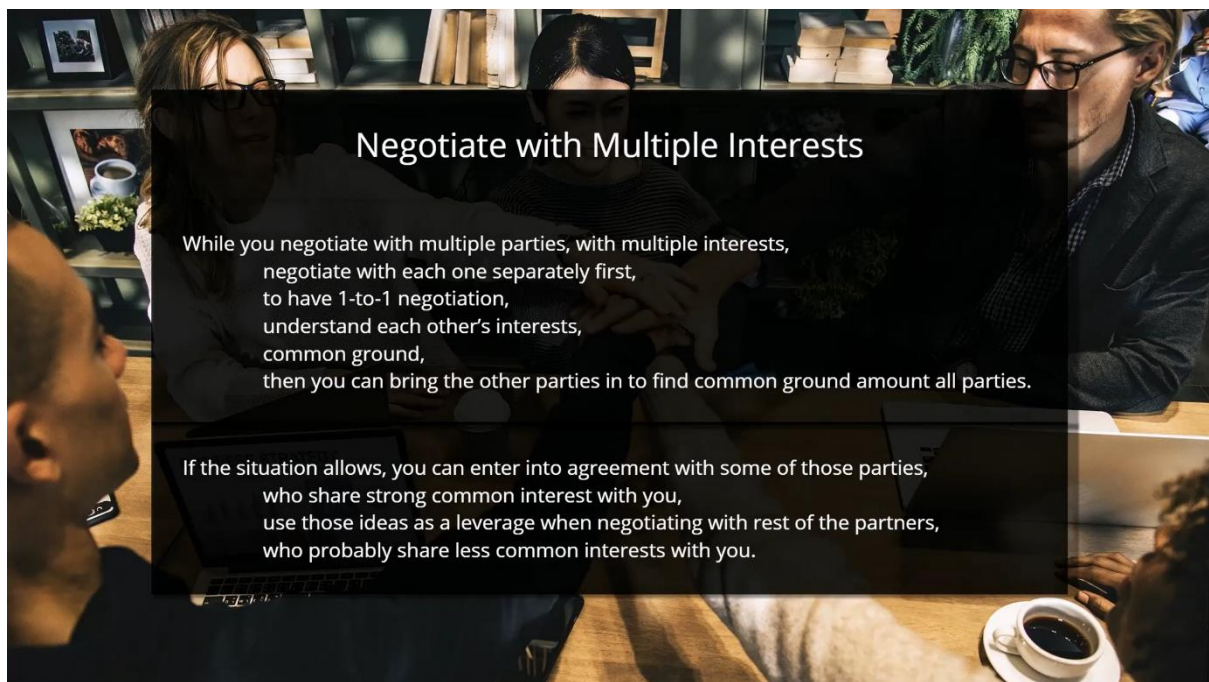
The agreement aimed at stabilizing the U.S. housing market and punishing the banks for foreclosure abuses.

Some analysts cheered the agreement as a positive sign that the country was beginning to move on from the housing crisis, but others also criticize for helping only a fraction of affected homeowners.

This reflects the difficulty of balancing multiple goals in complex multi-party talks.

Even for famous negotiators, a challenge that stronger communication and negotiation within each party could help resolve.

## Slide #5



### Negotiate with Multiple Interests

While you negotiate with multiple parties, with multiple interests, negotiate with each one separately first, to have 1-to-1 negotiation, understand each other's interests, common ground, then you can bring the other parties in to find common ground amount all parties.

If the situation allows, you can enter into agreement with some of those parties, who share strong common interest with you, use those ideas as a leverage when negotiating with rest of the partners, who probably share less common interests with you.

So while you negotiate with multiple parties with multiple interests, it is prudent to negotiate with each one separately first, to have one-to-one negotiation, understand each other's interests, and also the common ground, and then you can bring other parties in to find the common ground among all the parties.

If the situation allows, you can enter into agreement with some of those parties who share a strong common interest with you. And use those ideas as a leverage when negotiating with the rest of the partners who probably share fewer common interests with you.