Alumni Exchange
Developing a Successful Negotiation Mindset

Dr. Eliane Karsaklian
You closed a deal! Congratulations!

Now What?
Before:
- Preparation
- Analysis
- Preliminary contacts

During:
- Meeting
- Arguments and counterarguments
- Deal

After:
- Constant communication
- Adjustments
- Looking forward

Shared vision
Collaboration
Co-operation
Before
Watch your language

During
Winning and losing are just emotions

After
Beyond the deal
Short term results in a sustainable business philosophy
What is Negotiation about?

Strategic problem solving process
Negotiation is not...

• All about price
• A male exclusive world
• A Win-win or Win-Lose situation
Did you ever feel like the winner? Or like the loser?
What is International Negotiation?

Strategic problem solving process in international settings
Some 3,500 years ago, the Phoenicians (our ancestors) invented money instead of barter.

Starting today, thou shalt pay in money.
• Negotiation is as old as mankind

• But has become a science

• And international because

  • Financial crisis and assert of cultural values more powerful under pressure

  • Global markets and sources of labor are shifting to the East and South

  • Relationship skills are taking over linear task-oriented skills
Culture is not a thing

It is the process whereby groups of people coordinate meaning and action, yielding both institutional artifacts and patterns of behavior.
Same source – different patterns
Rainbow
Reflection and Refraction

Stimulus

- Time management
- Communication styles
- Decision making
- Problem solving
- Negotiation practices

Culture
  Thinking patterns

Refraction:
  - Time management
  - Communication styles
  - Decision making
  - Problem solving
  - Negotiation practices

Reflected

Refractions due to different cultural influences on thinking patterns.
Everything happens for a reason. The thing is to identify that reason
A typology of International Negotiators

Exclusion
- Either/or
- Dilemmas

Inclusion
- Both/And
- Paradoxes

Integration
- Either/And
- Paradoxical trade-offs
Event management negotiation

Xinshu

John

Paul
What would you have done if you were John and Paul?
Either

Or

Exclusion
Either

Or

Exclusion
Both And Inclusion
Either Unlimited combinations And Integration
Negotiation situation

Either Package 1

Or Package 2
<table>
<thead>
<tr>
<th>Both</th>
<th>Package</th>
<th>And</th>
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Who are you and where are you going to?

*If you have no destination, any direction will take you there*
Don’t be your own victim

• Do more than wish – choose your partners
• Life is not hard, but the market is shrinking
• Follow the mob or be a trendsetter
• What you can’t see can hit you
• If it is built right, it lasts
• If you think short term, short term is all you’ll get
Avoid Self-Boycotting

• Don’t have a love affair with old beliefs
• Ideas and products are ephemeral
• The future is not a destination
Let’s keep in touch

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