

April 2018

Workshop Training: Straight Up Negotiations (SUN) by Federal Mediation and Conciliation Services

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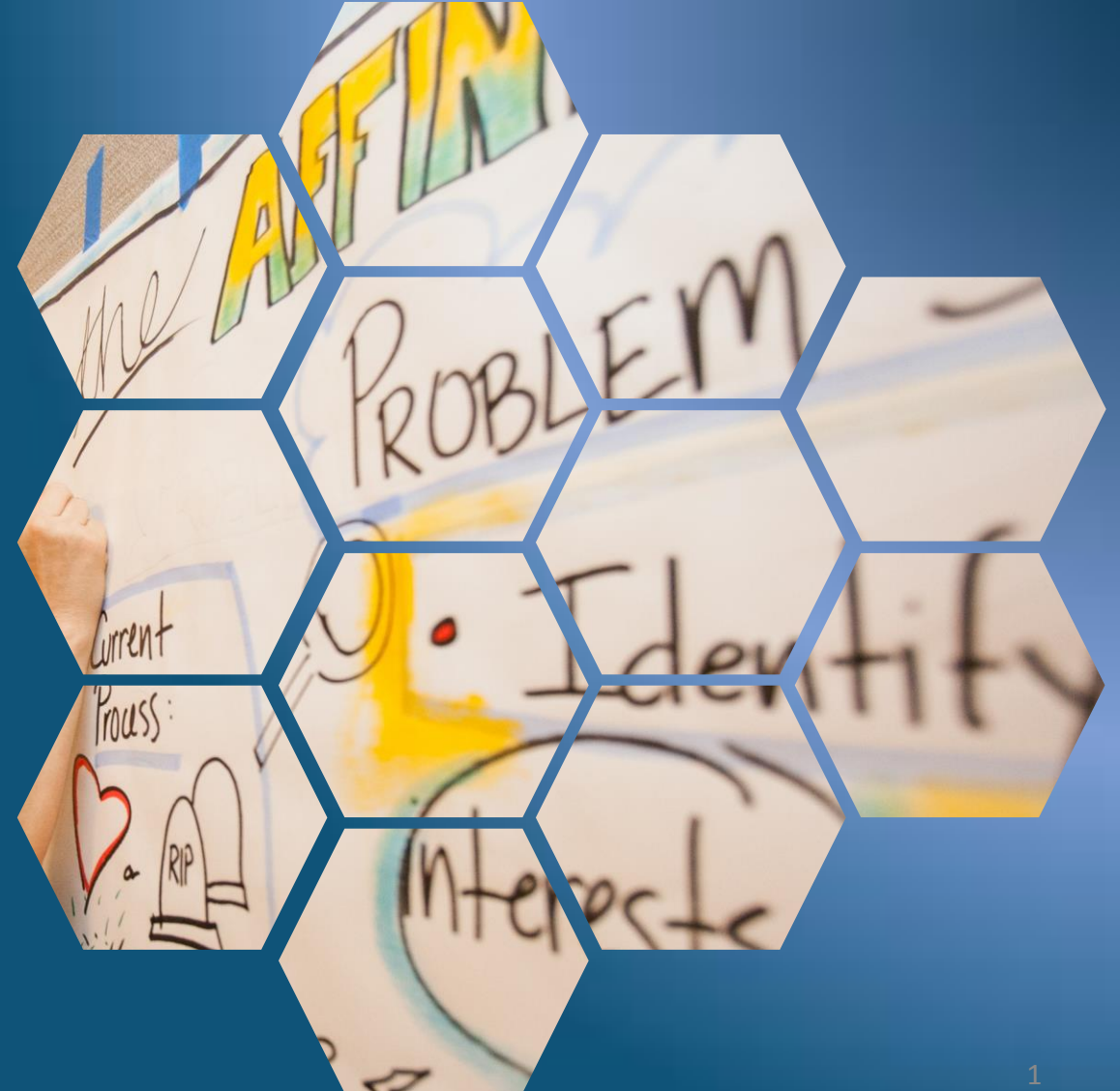


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Straight Up Negotiations (SUN)





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Bargaining Processes



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Let's consider . . .



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IBB EXPERIENCE





IBB Problem-Solving Steps

Phase 1: Discussion

- Frame and Focus the ISSUE
- Identify INTERESTS

Phase 2: Collaboration

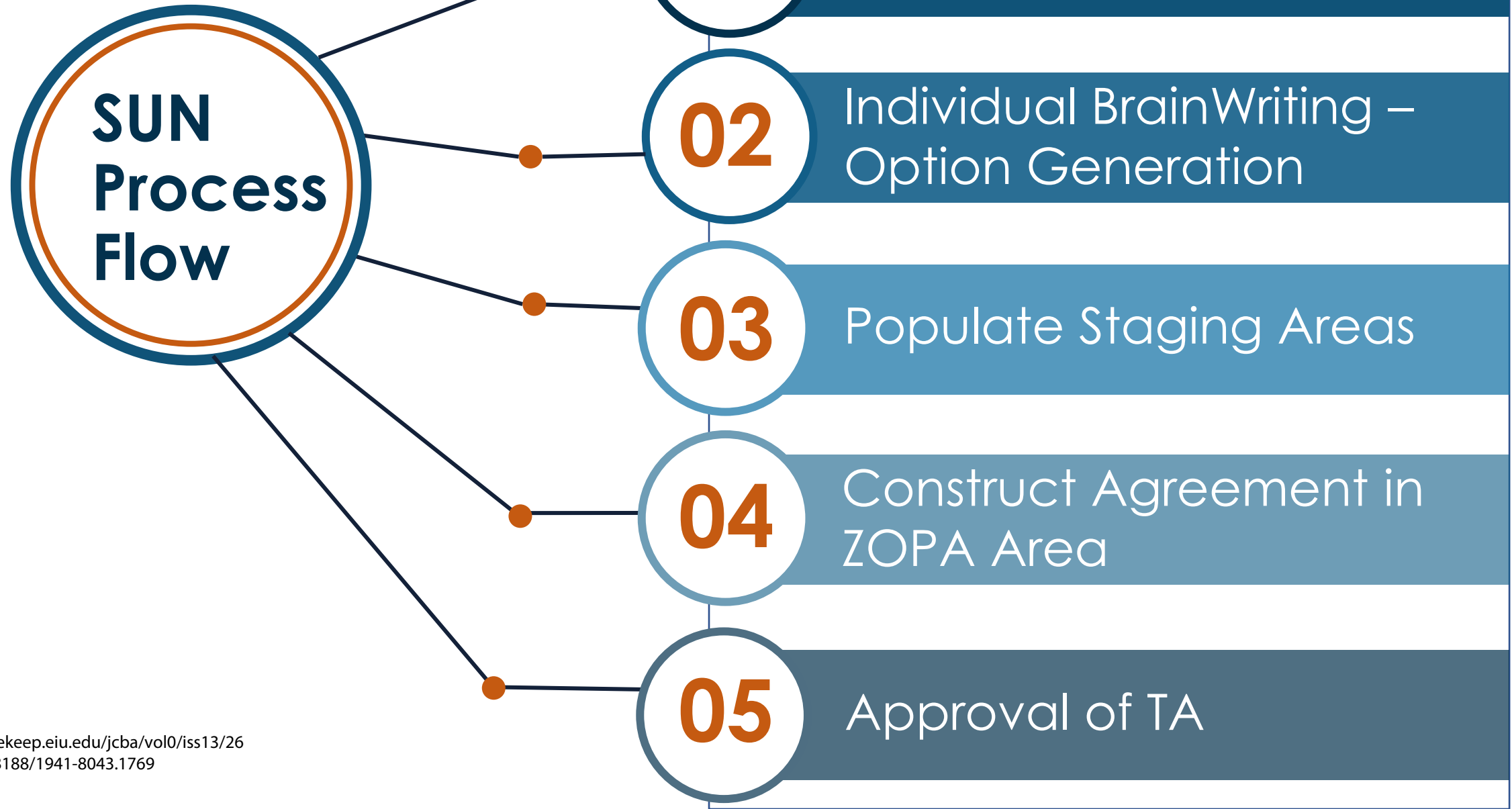
- Generate OPTIONS
- Apply CRITERIA to Options
- Select/Build a SOLUTION



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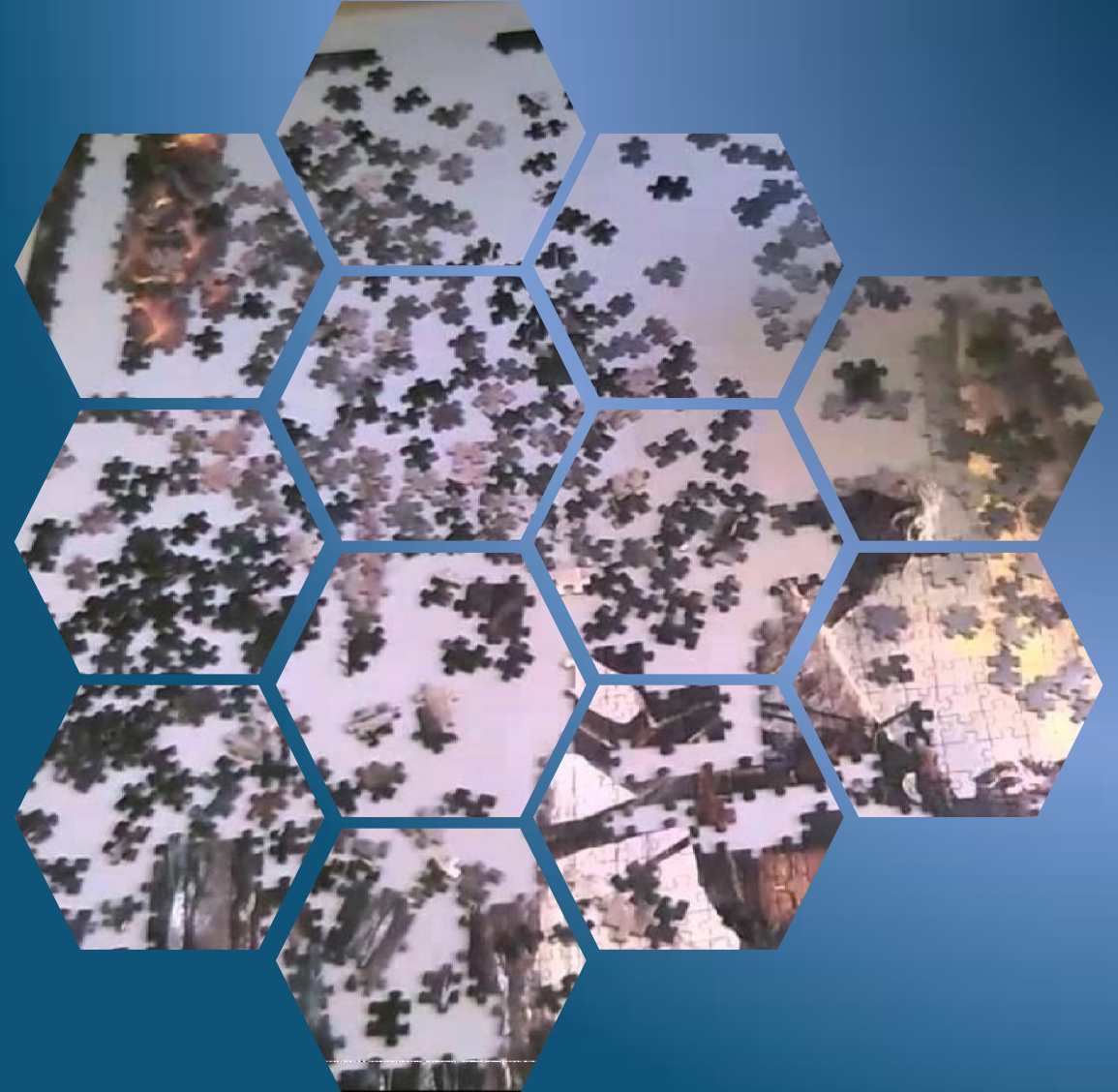


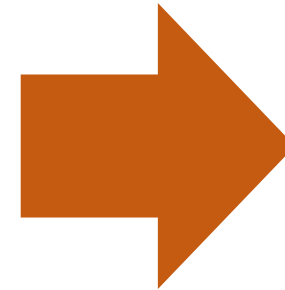
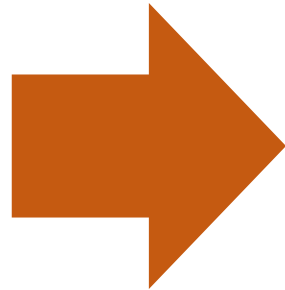
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SUN PROCESS





Identify Issues

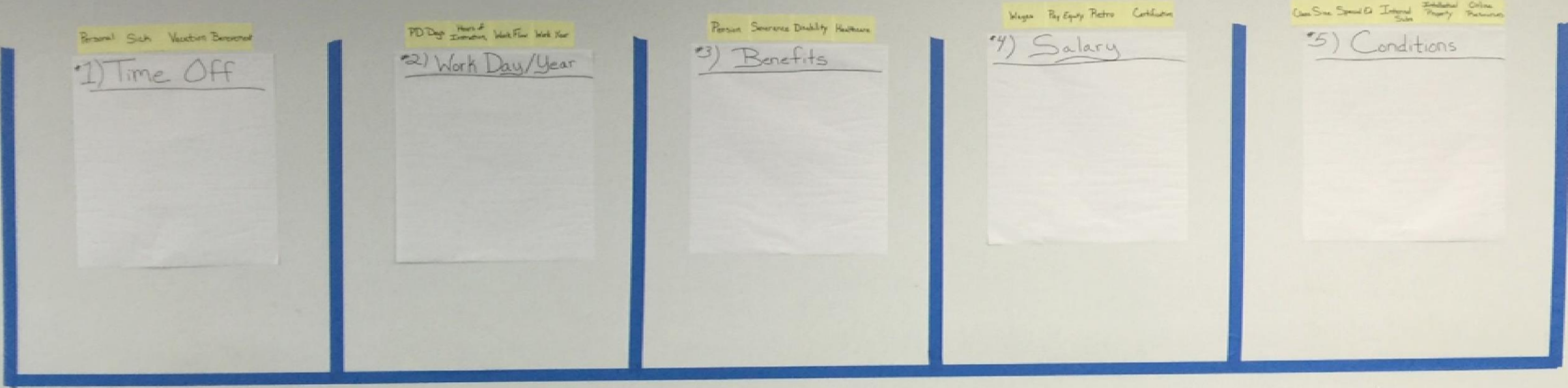
- Issues
- Interest
- Identify Information Needed

Homework

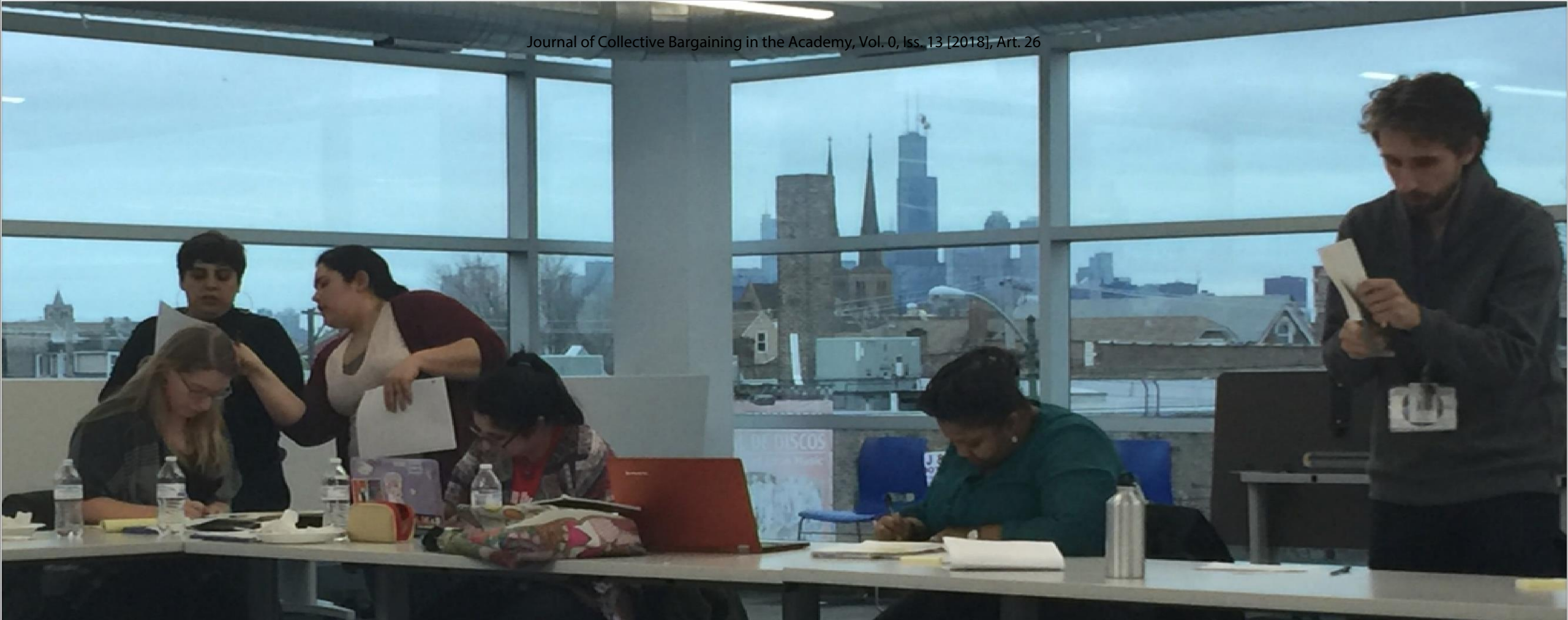
- Baseline Information
- Gather Information
- Costing Methodology

SUN Day

- Brainwriting(Post-its)
- Work the Puzzle (Separate Area)
- Construct Agreement



INITIAL SET-UP



GENERATING OPTIONS: INDIVIDUALS & SMALL GROUPS

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POST OPTIONS



JOINT DISCUSSIONS ASK QUESTIONS, CLARIFY, & SEEK UNDERSTANDING



CAUCUS???



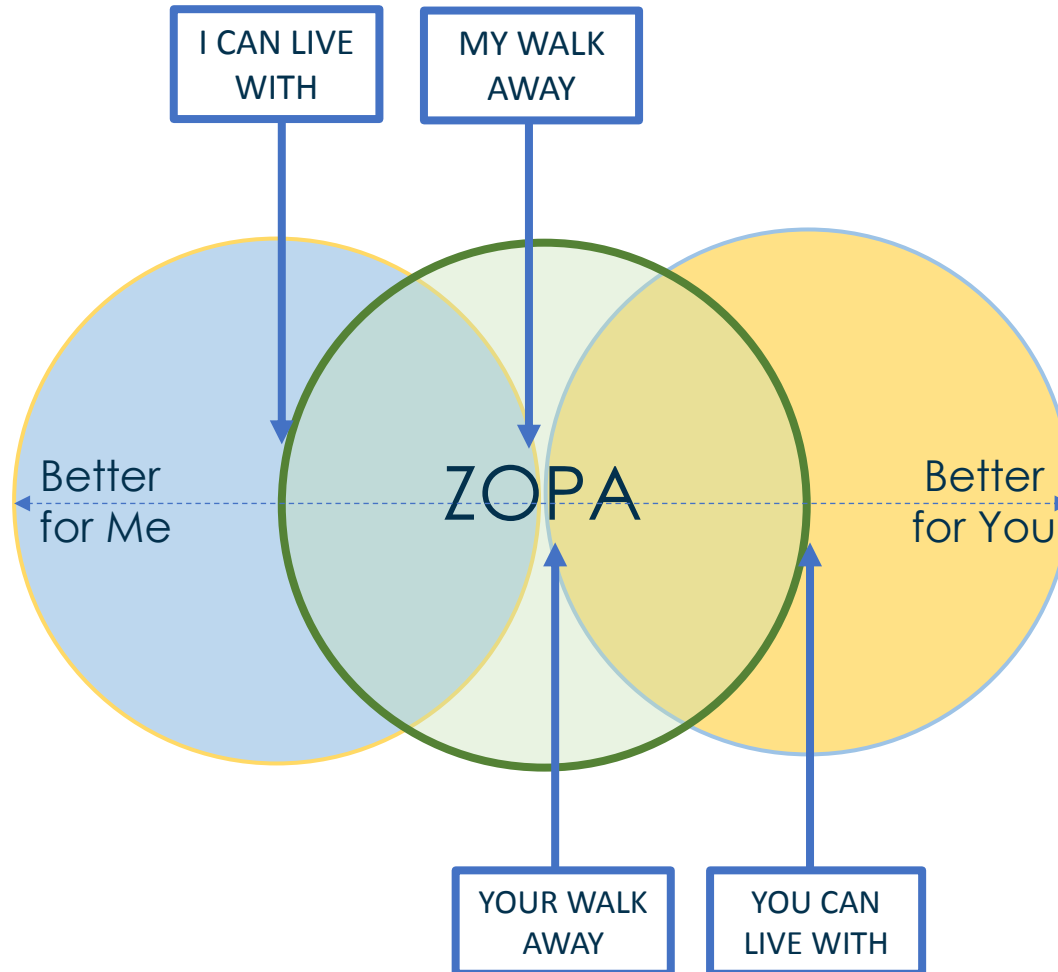


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ZONE OF POSSIBLE AGREEMENT

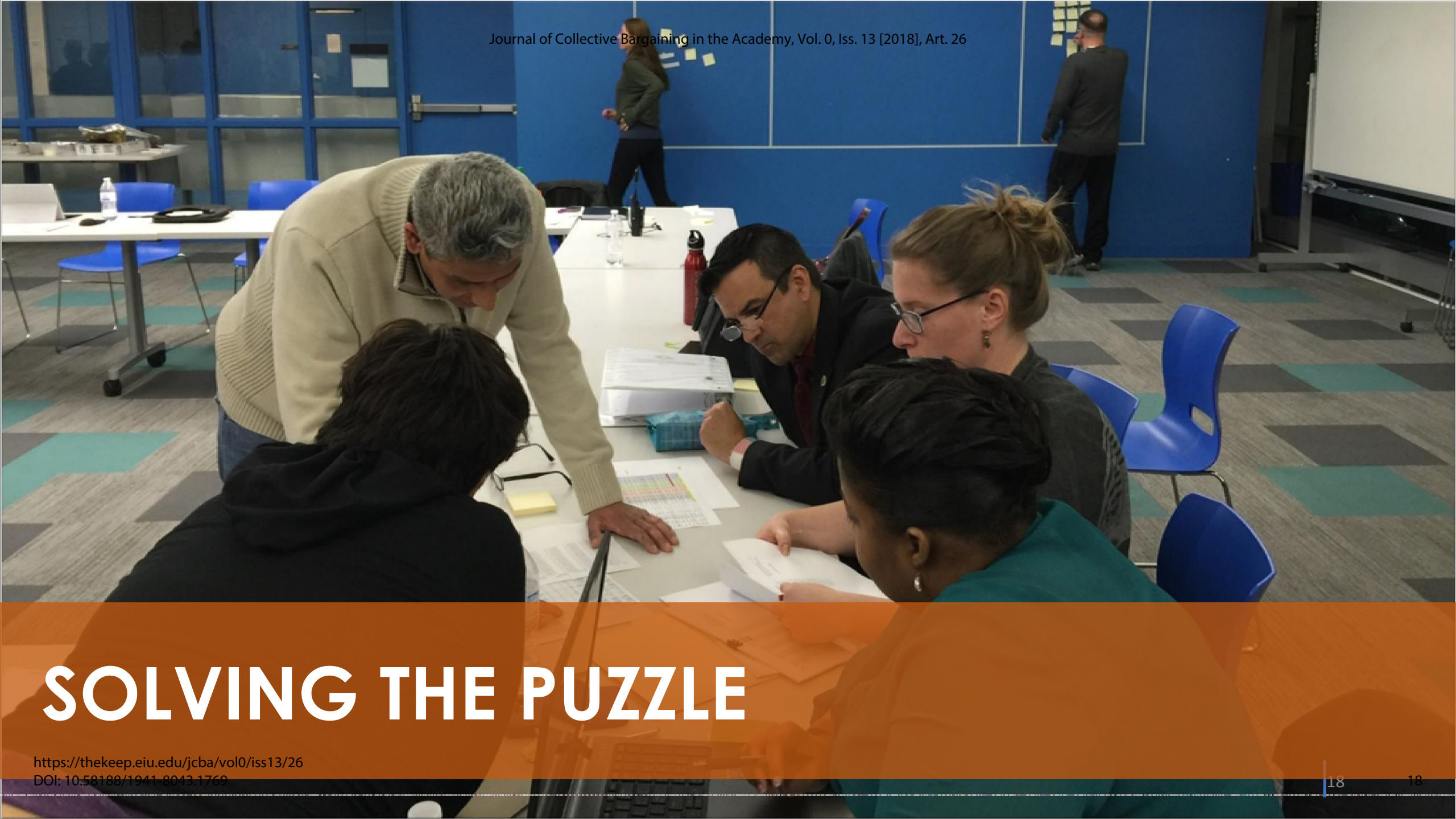


A photograph showing three people from behind, looking at a whiteboard. The whiteboard has several yellow sticky notes pinned to it. The person on the left is a Black woman wearing a red shirt. The person in the center is a woman with blonde hair wearing a white sleeveless top. The person on the right is a man wearing a light-colored button-down shirt. The whiteboard is divided into sections by blue vertical lines.

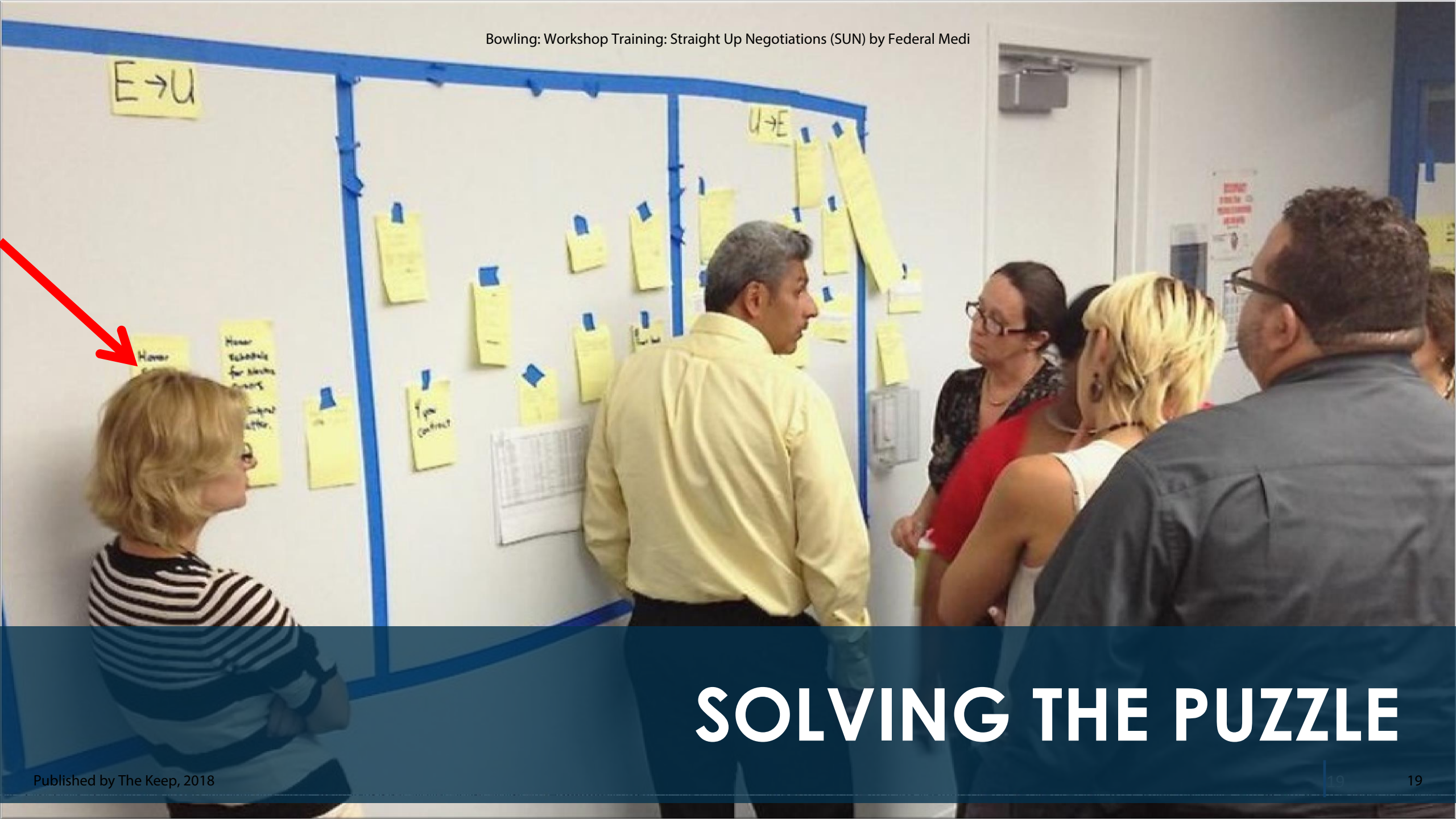
PLACING OPTIONS INTO ZOPA



PACKAGING & DISCARDING



SOLVING THE PUZZLE

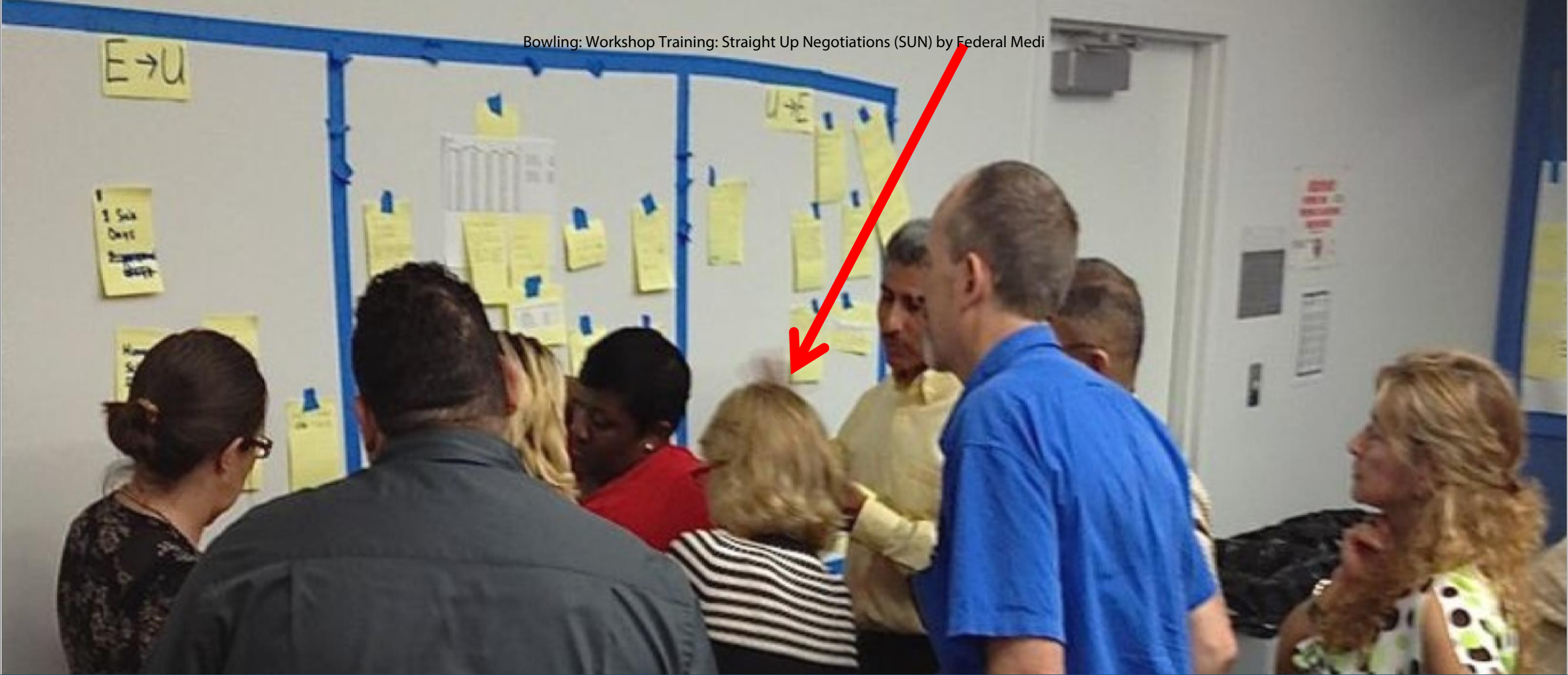


SOLVING THE PUZZLE



SOLVING THE PUZZLE

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GETTING CLOSE...



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REVIEWING POSSIBLE T.A.

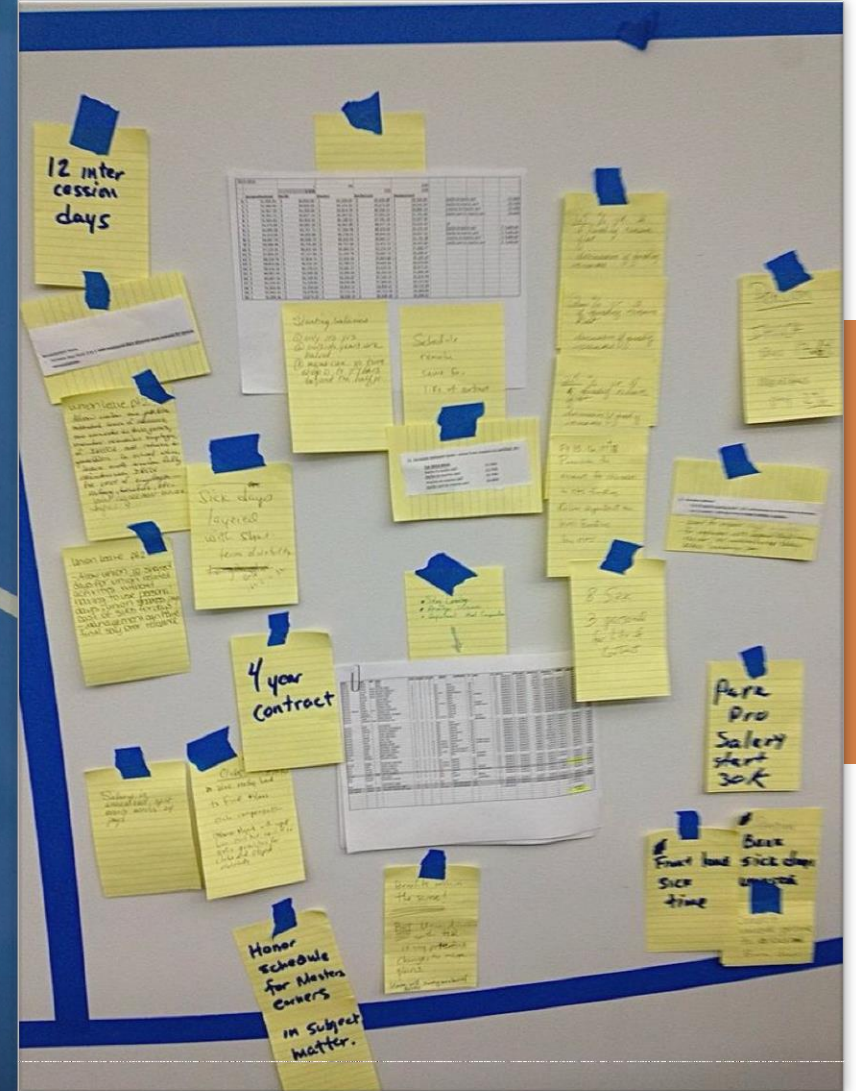
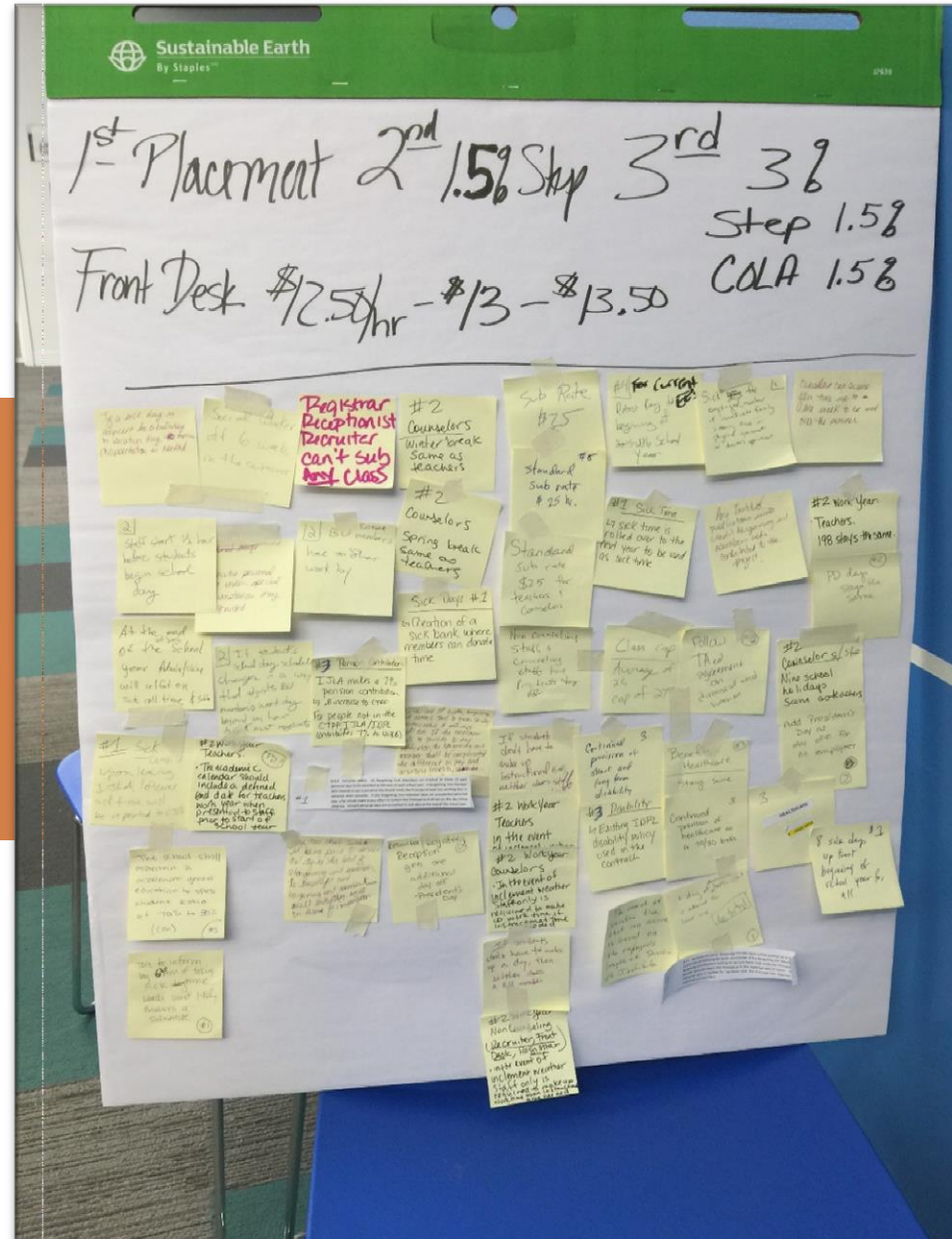


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T.A.'S



What it Takes to Make it Work



Willing to acknowledge Interests of both sides.



Not swinging for the fence. Working toward a deal that BOTH sides can live with.



Do your homework (Costing).



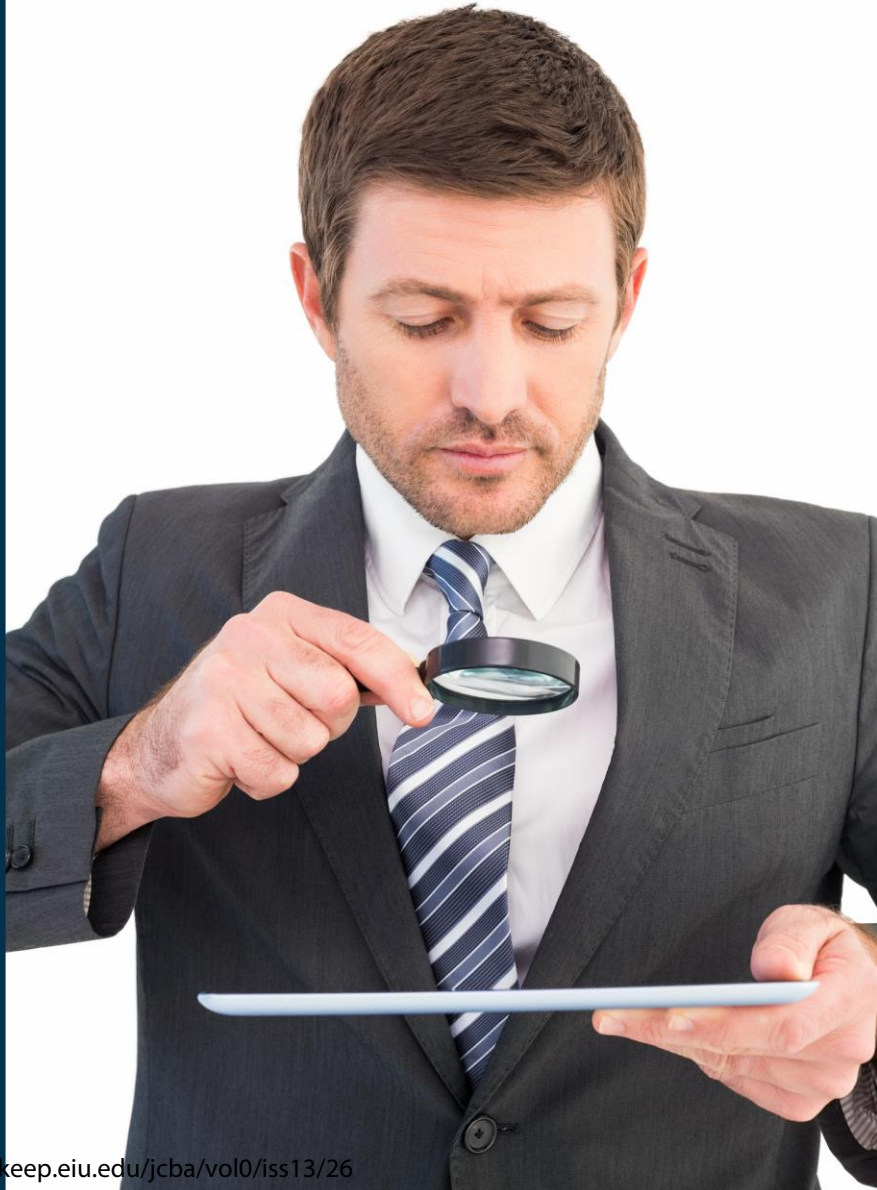
Willingness to have an open discussion and explore all possibilities.



People ACTIVELY working the puzzle.



Don't FFF anyone.



FACTORS TO CONSIDER – ALL MODELS

- 1 People/Personalities
- 2 Working style preferences
- 3 Constituent politics
- 4 History
- 5 Nature of Issues
- 6 Nature of Relationship



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DISCUSSION

CONCERNS, DOUBTS, QUESTIONS & COMMENTS



THANK YOU.

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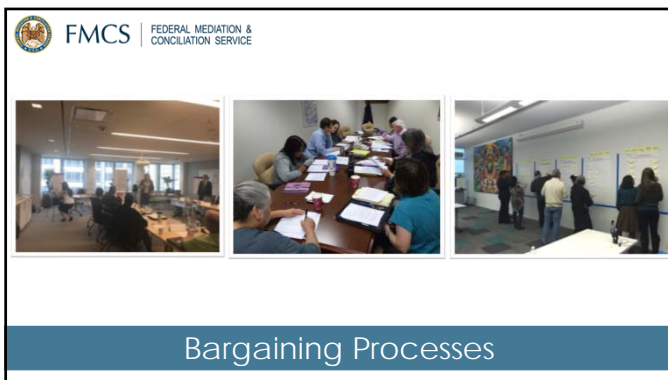
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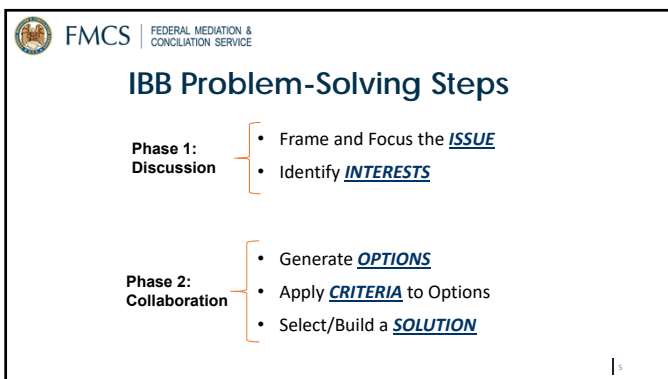


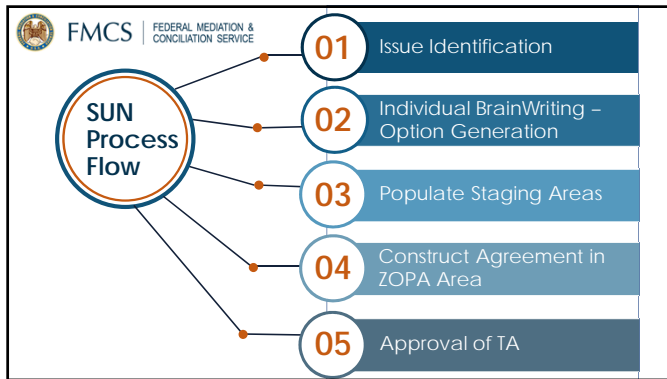
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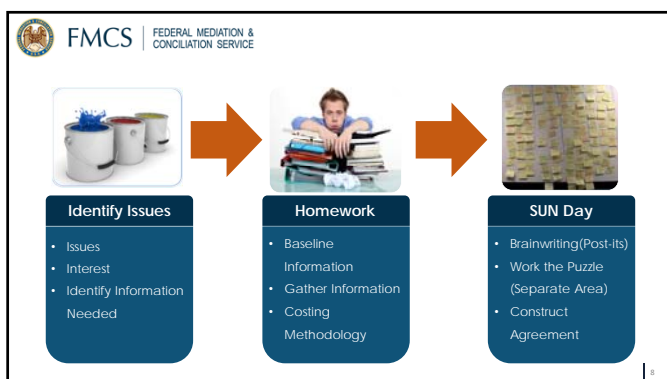


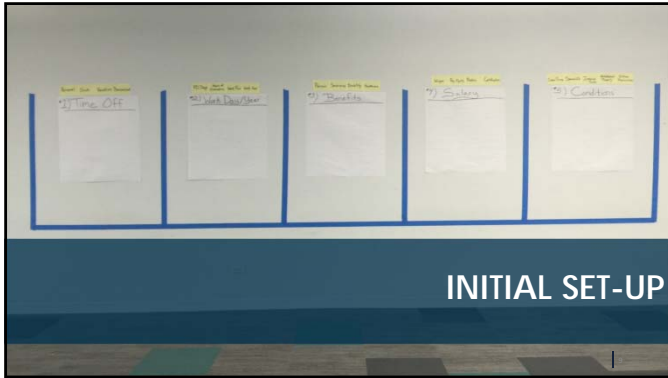


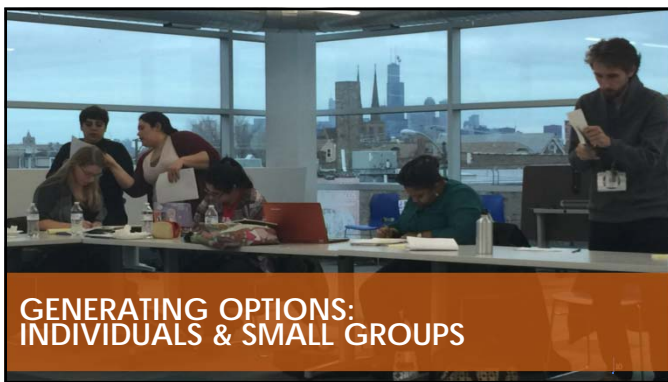






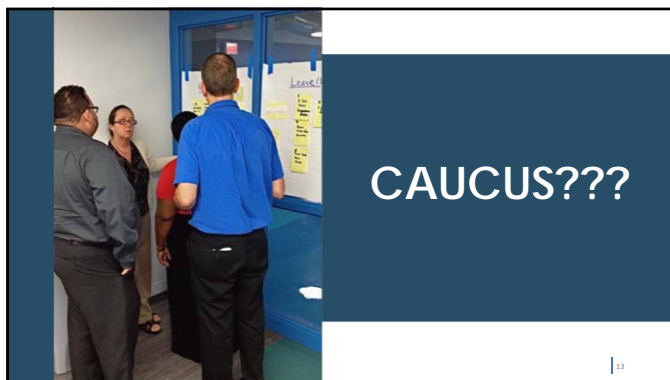




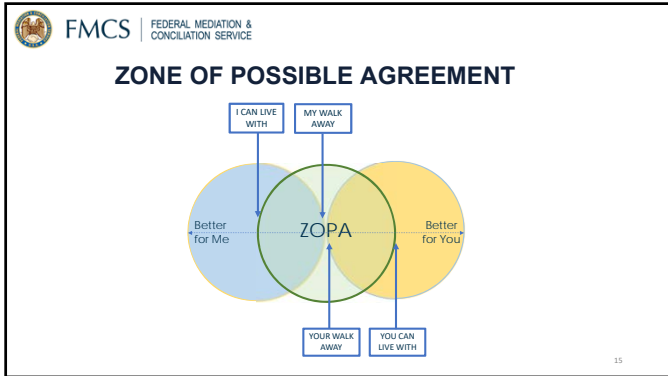






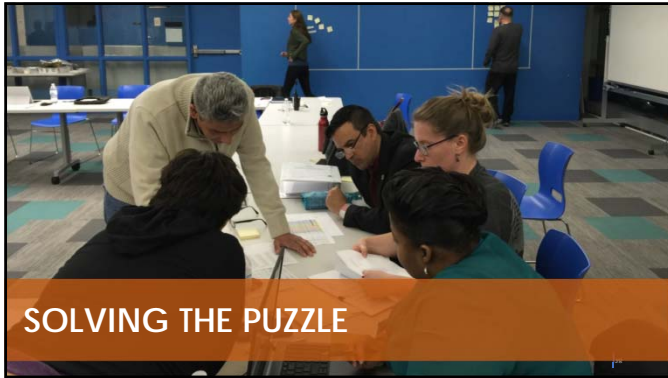






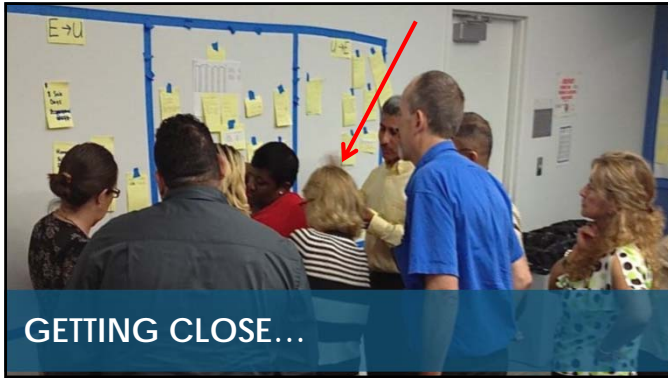




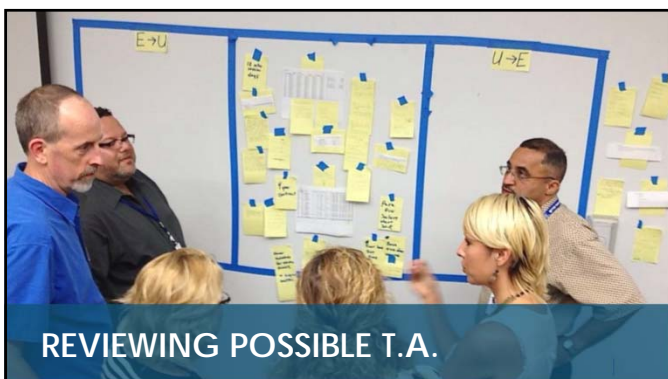


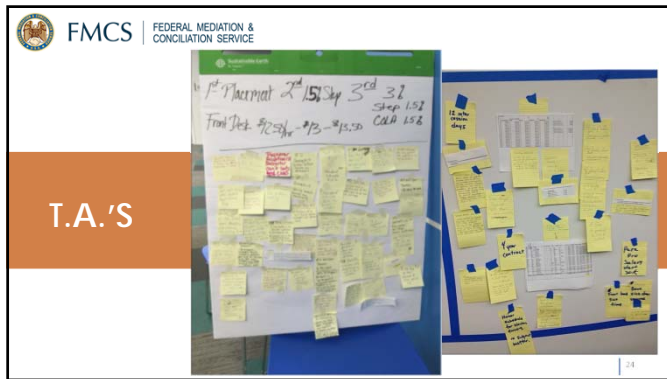










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What it Takes to Make it Work


- ✓ Willing to acknowledge interests of both sides.
- ✓ Not swinging for the fence. Working toward a deal that BOTH sides can live with.
- ✓ Do your homework (Costing).
- ✓ Willingness to have an open discussion and explore all possibilities.
- ✓ People ACTIVELY working the puzzle.
- ✓ Don't FFF anyone.

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THANK YOU.

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