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

Conrad Bowling

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Straight Up Negotiations (SUN)
Let’s consider . . .
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
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
JOINT DISCUSSIONS
ASK QUESTIONS, CLARIFY, & SEEK UNDERSTANDING
CAUCUS???
ZONE OF POSSIBLE AGREEMENT

I CAN LIVE WITH

MY WALK AWAY

YOUR WALK AWAY

YOU CAN LIVE WITH

Better for Me

ZOPA

Better for You

Bowling: Workshop Training: Straight Up Negotiations (SUN) by Federal Medi

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PLACING OPTIONS INTO ZOPA
SOLVING THE PUZZLE
SOLVING THE PUZZLE
GETTING CLOSE...
REVIEWING POSSIBLE T.A.
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
DISCUSSION

CONCERNS, DOUBTS, QUESTIONS & COMMENTS
THANK YOU.

Conrad Bowling  
407.734.3828  
cbowling@fmcs.gov  
www.fmcs.gov

Javier Ramirez  
312.343.1546  
jramirez@fmcs.gov  
www.fmcs.gov
Affinity Approach to Collaborative Economic Bargaining

Straight Up Negotiations (SUN)

Bargaining Processes

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
SUN Process Flow

01 Issue Identification
02 Individual BrainWriting – Option Generation
03 Populate Staging Areas
04 Construct Agreement in ZDPA Area
05 Approval of TA

SUN PROCESS

Identify Issues
- Issues
- Interest
- Identify Information Needed

Homework
- Baseline Information
- Gather Information
- Coding Methodology

SUN Day
- Brainwriting/Post-it
- Work the Puzzle (Separate Area)
- Construct Agreement
T.A.'S

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