

Negotiation Skills for Public Policy – Ideas for Further Reading

Emily Jones, July 2022

General reading

Roger Fisher, William Ury, and Bruce M. Patton, [Getting to Yes: Negotiating an Agreement without Giving In](#), Updated and rev., 3. ed (London: Random House Business Books, 2012)

David A. Lax and James K. Sebenius, [3-D Negotiation: Powerful Tools to Change the Game in Your Most Important Deals](#) (Boston, Mass: Harvard Business School Press, 2006)

Leigh L. Thompson, [The Mind and Heart of the Negotiator](#), Sixth Edition (Boston: Pearson, 2015)

On inter-personal negotiating dynamics:

Deborah M. Kolb, '[Staying in the Game or Changing It: An Analysis of Moves and Turns in Negotiation](#)', *Negotiation Journal* 20, no. 2 (April 2004): 253–68, <https://doi.org/10.1111/j.1571-9979.2004.00021.x>.

Made in Dagenham Movie (2010): <https://www.imdb.com/title/tt1371155/>

PREPARATION 80%

- ⇒ understand other party (interests, constraints)
- ⇒ legal context
- ⇒ team (never go alone!, comb strategy)
- ⇒ political buy-in (agenda/issies)
- ① Negotiate the Setup (time, parties, location)
- ⇒ alliances/coalitions (act as a collective)
- ⇒ Scope (understand divide + rule)
- ⇒ define your interests (considers outcomes, red lines)

20% DURING NEGOTIATIONS @ TABLE

- watch other party.

DURING NEGOTIATION - AWAY FROM THE TABLE

- leaks / public / media (manage the optics)
- political buy-in
- back-channels.

IMPLEMENTATION

- disputes
- future-proof.

why it's in their interest (write their victory speech)

Practs + Principles

- contingent contracts.
- PUBLIC messaging



