

STØTTET AF

Promilleafgiftsfonden for landbrug

TRAINING CONNECTIVE NEGOTIATION

Day 2 - 21 June 2022





Program day 2

MORNING

- > Simulation: preparing
- > Simulation: practicing knowledge and skills
- > Debriefing
- > Lessons learned simulation

AFTERNOON

- > Steps of MGA
- > Working with your own cases
- > Lessons learned and follow up

Our groundrules

- > Today is about learning by doing
- > Anything to add?

Guiding principles

- * Room for everyone, inclusive
- * Open for each other
- * Stick to the time
- * Curious to learn & to listen
- * Help each other with the language
- * It's ok to make a mistake
- * Talk about what but not who ^{after training}
- * Actively participating
- * Speak out what you think important
- * Putting ourselves on the line
- * Mutual Respect

Recap | the 5 Essences of connective negotiation



1. Focus on interests, not positions



2. Create value (enlarge the pie)



3. Know your BATNA (Best Alternative to a Negotiated Agreement)



4. Work on sustainable relationships, building trust



5. Joint fact finding

Simulation Giosa

- > General instruction and card
- > Information about your own role; confidential!
- > Once you put your badge with name on, you are immediately in the role
- > Don't invent things that are not in the instruction, no acting
- > You just 'be' yourself in this role
- > You play in groups: NO contact between the groups

KARSTEN, HENRIK AND FEMKE ARE OBSERVERS

Watch and listen, do not monitor time, only observe, will give feedback to the groups afterwards, you will also do part of your own assessment afterwards

Simulation Giosa

ROLES

- > Governor of the island
 - > Island's Permanent Citizens
 - > Power Station Workers' Union
 - > Eco Group for the Protection of the Wetlands
 - > Diesel Supply Company
 - > Water supply Company
 - > Ventus Energy
 - > Chamber of Tourism Development
- | |
|--------------|
| Pantides |
| Giorgi |
| Papadopoulos |
| Dimas |
| Stratos |
| Filis |
| Festos |
| Feredinos |

Simulation Giosa

ASSIGNMENT for the whole group

- > Write the final solution (the agreement) on a flipchart, within the negotiation time
- > You can choose to have one time-out as a group and ask for help
- > Include financial arrangements
- > Timelimit is strict until

PAY ATTENTION

- > *There is no next meeting!*
- > *You solve questions within the group*

Simulation Giosa | Lessons learned

Same role meeting: all people who had the same role in the different groups join together

- > What lessons / insights have you learned about connective negotiation?
- > Do you have any questions about the essences of the Mutual Gains Approach?

Write these clearly on a sheet of paper!

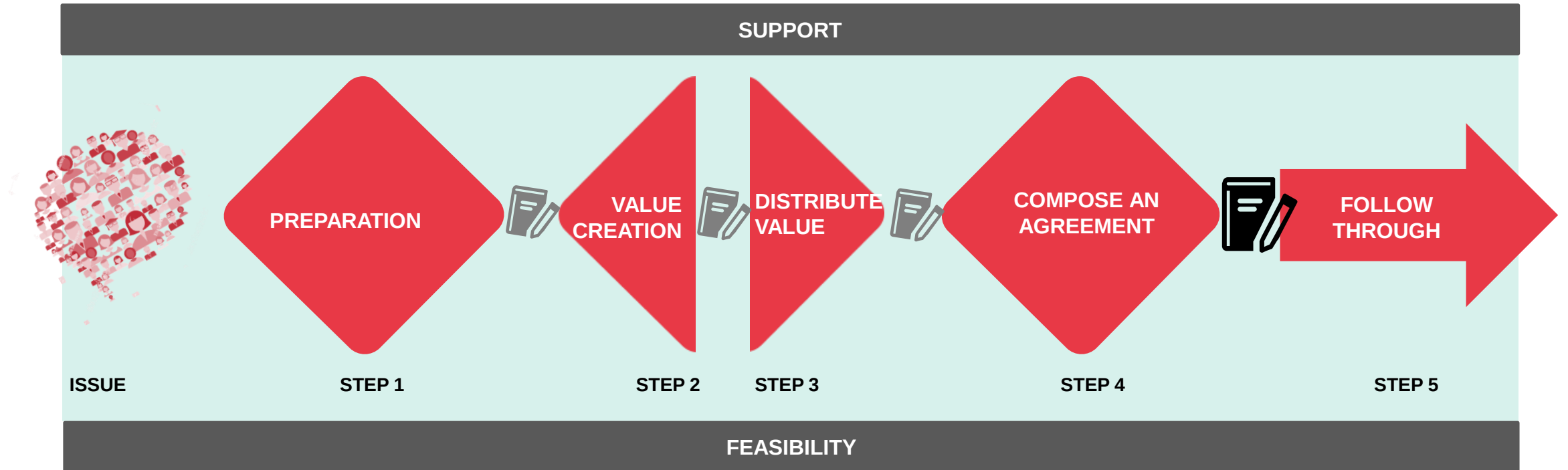




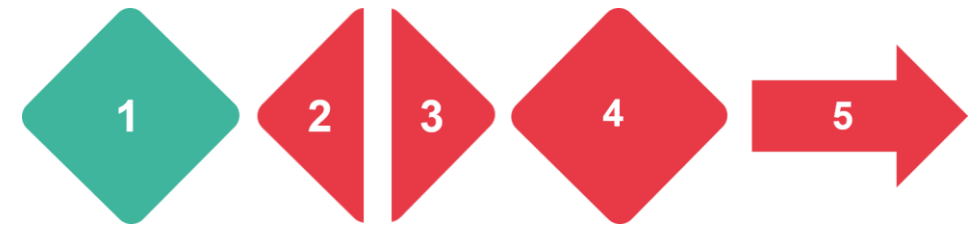
MGA | THE APPROACH IN 5 STEPS



MGA | Approach in 5 steps

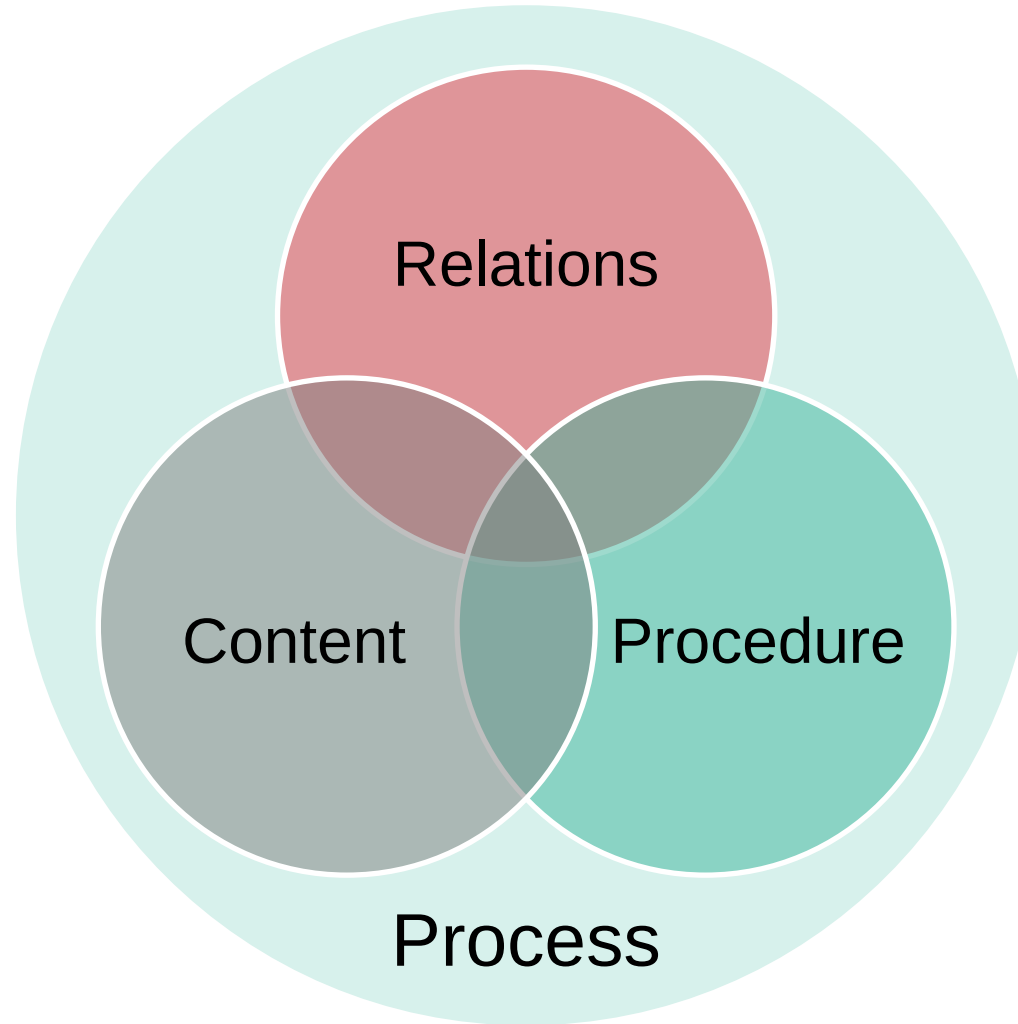


Step 1: prepare

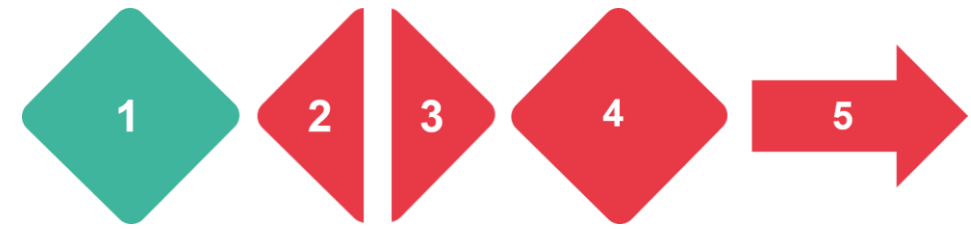


- > Provide a mandate and a team
 - > Set groundrules
 - > Know your own interests and issues, and those of your organization
 - > What is your Best Alternative (BATNA)?
- > Do all stakeholders come to the table?
 - Do you know the other stakeholders?
 - Do you know their interests too?
 - And their BATNA?
 - And their mandates?
 - > In the meantime, come up with proposals for mutual benefits

Four domains in every negotiation



At the end of the first step...

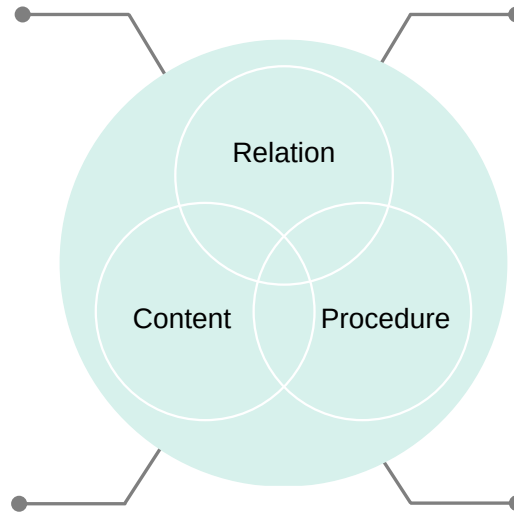


PROCESS

- > Have the participants committed themselves to connective negotiation?
- > Is the next process step designed together?

CONTENT

- > Are the issues known?
- > Are the interests shared?
- > Has the assessment been determined?



RELATIONS

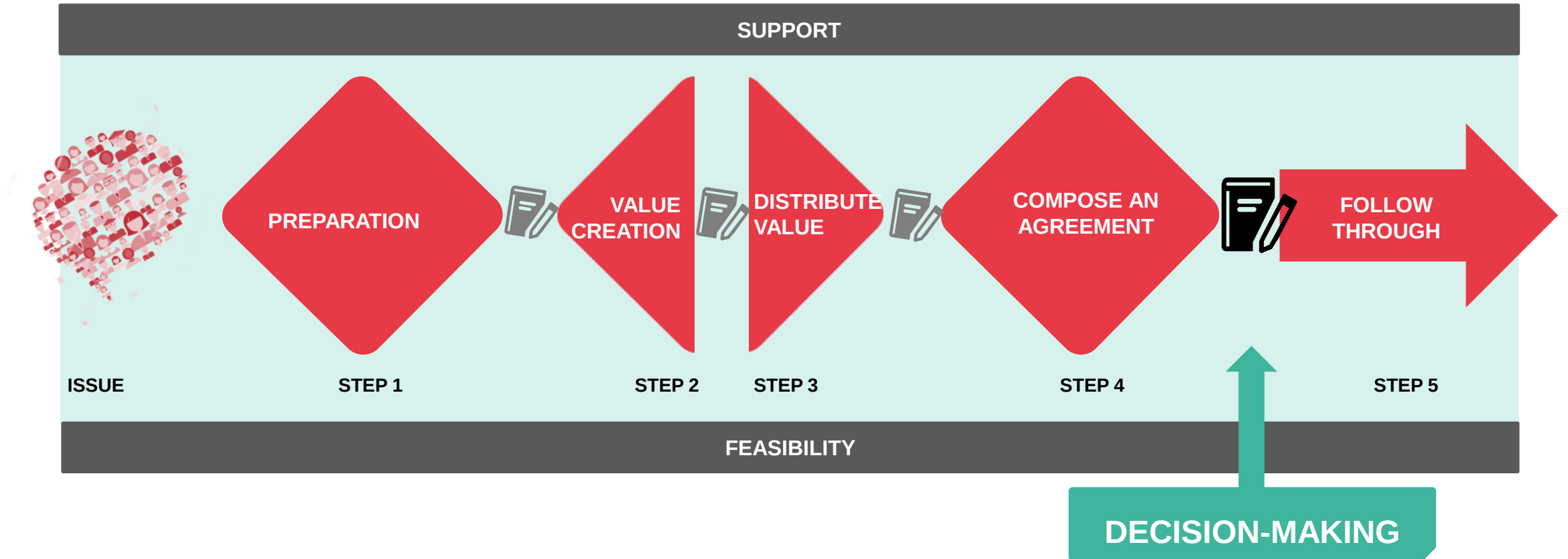
- > Have process agreements been made?
- > Are the relationships in order?

PROCEDURE

We know:

- > Where we are working towards?
- > How the decision-making works?
- > The mandates

Decision-making in a MGA process



Your own cases

> Grønsmølle bæk Lemvig Kommune - Simon

- Issues, interests and Joint Fact Finding

> Endelave - Henrik

- Issues, interests and value creation

> 500 ha CO2 peatland - Jesper

- Issues, interests, value creation and BATNA

> Hedensted Kommune - Per

- Issues, interests and which approach?

> Case introduction

> Formulate the issues: make Issue-Interest-Matrix

> Analysis per case focus on different essences

Your own cases

Discuss in your group for the case:

- > In which part of the process are you now?
- > Can you go forward as planned or do you need to reconsider?
- > What are possible vulnerable points in your current process and how could lessons learned from Connective Negotiation help?
- > What are the first steps and actions the coming weeks to take, what to do?

> Write these down on a sheet of paper

5 Essences of connective negotiation



1. Focus on interests, not positions



2. Create value (enlarge the pie)



3. Know your BATNA (Best Alternative to a Negotiated Agreement)



4. Work on sustainable relationships, building trust



5. Joint fact finding

Why would you use this approach?

>

- > Earlier on in the process with stakeholders around the table
- > All stakeholders can contribute to the solution
- > Creating ownership in process and solution
- > Using all creativity available to come to the best solution at hand
- > Knowledge and information has been developed together and can be built upon in the future
- > Transparency in decision making
- > Building sustainable relationships for the future

Follow up

- > Coaching on the job
- > Third training day in autumn (25 or 27 oktober)
- > Drejebog





REGISSEURS
VAN EEN
BETERE
TOEKOMST

