



You are invited to a public session of **Just Negotiate®**

Friday, December 5, in Phoenix

...With a Special Offer for ATD Members!



Seating is limited so don't delay!

To register or for more information, please contact an Advantage Performance Group partner:

Steve Doolittle: 708-380-2945

sdoolittle@advantageperformance.com

Paul Schnabel: 480-229-0855

pschnabel@advantageperformance.com

Advantage Performance Group is offering a special, one day public session of **Just Negotiate®**, delivered by our partners at **Accordence** in Phoenix on Friday, December 5.

We are offering a one-time discount of 50% to ATD members, and up to 4 additional colleagues in your organization or external. The per person cost to ATD members will be \$225 (Normally \$450). Fees include all program materials as well as breakfast and lunch.

Accordence's foundational methodology comes from two organizations where the founder, Grande Lum, and the Managing Director, Heather Meeker Green, have both taught and worked: the esteemed Harvard Negotiation Project and Conflict Management, Inc.

Accordence serves organizations' needs to negotiate successfully by maximizing negotiation as a competitive advantage. From alliances to sales to procurement to labor-management, Accordence provides organizations with solutions in negotiation, conflict management, persuasion, and influence so that they may vastly improve individual and organizational capacity for creating innovative and successful outcomes.

Advantage Performance Group
100 Smith Ranch Road, Suite 306
San Rafael, CA 94903
800 494 6646

For additional information regarding Advantage's capabilities, please visit www.advantageperformance.com

Just Negotiate®

Improve your ability to negotiate internally and externally

When negotiating consider . . .

- Do you have and use a successful strategy?
- Do you prepare effectively?
- Do you know how to build trust, enhance communication and strengthen relationships?
- Do you balance collaboration and assertiveness?
- Do you know when to walk away?
- Are you influential and persuasive?

Program Benefits

Just Negotiate, from Accordence, transforms individuals and teams by optimizing negotiation skills and savvy. Using negotiation methods built around the ICON® Negotiation Framework (Interests, Criteria, Options, No-Agreement Alternatives), you will learn to identify value and generate innovative solutions to challenging situations and relationships with external clients and within your own organization.

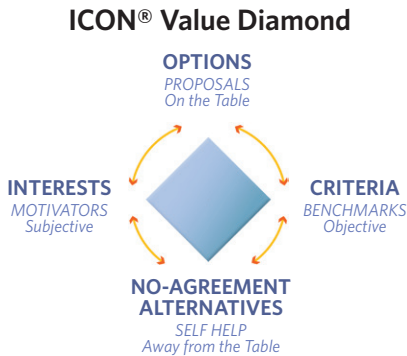
The workshop fosters awareness of negotiation as joint problem solving that requires understanding other parties' needs and concerns, and the ability to develop creative options to satisfy those needs. The workshop will incorporate a variety of activities, including simulations, role-playing, videos, and discussions, to create a highly engaging experience. You will also have the planning tools necessary for immediate application to your real-world negotiation and influence challenges with the objective of creating better, more efficient agreements.

In this program, you will enhance your ability in negotiation to:

- Develop outcomes that meet strategic goals
- Raise awareness of sources of value in negotiation
- Utilize leverage to get agreement
- Start, sustain, and repair critical business relationships

Audience

- Professionals for whom negotiating is a key competency employed in long-term relationships with internal and external clients, partners and teams.
- Employees with dotted line responsibility or involvement in complex projects that require persuasive skills to achieve a more cohesive process and result.
- Management and HR Business Partners, as well as project managers and other multi-faceted roles with the responsibility of ensuring collaboration and effective teamwork.



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