



Raise Your Game

AUDIENCE

Professionals for whom negotiations are a key factor in long-term relationships with internal and external clients, partners, and teams.

Prerequisite: *Expand The Pie* or *Just Negotiate*®.

Take your powerful negotiating skills to the next level

Program Benefits

Raise Your Game, from Accordence, is advanced negotiation training for professionals who want to take their effective negotiating skills to the next level. The workshop is designed for individuals who need to refresh their skills and focus on using the Accordence ICON and 4D Negotiation Frameworks in their own situations. *Raise Your Game* is a challenging, learner-driven program that takes a consultative approach to addressing the common dilemmas and concrete issues that experienced negotiators face. Participants walk away with sharper and more robust negotiation skills, plus detailed preparation for and input from colleagues about specific upcoming negotiations.

After *Raise Your Game*, professionals who engage in key negotiations will be better prepared to:

- create the most value from any negotiation situation
- balance advocacy and inquiry when negotiating
- handle “hard bargainers” and other kinds of psychological tactics effectively
- develop good communication strategies for difficult situations
- strengthen important working relationships for more effective collaboration and agreements in the future

Program Description

Raise Your Game integrates client-specific case studies, the sharing of intellectual capital and tools, and facilitated group discussion to address advanced negotiation topics. Participants review the ICON Negotiation Framework that creates breakthrough results in any negotiation by helping negotiators move away from clashing and toward collaboration. Participants also review the powerful 4D Negotiation Strategy for understanding and planning different phases of a negotiation. The workshop covers advanced negotiation topics such as:

- establishing collaborative relationships with people who only want to haggle
- dealing with unreasonable “last minute” demands
- what do to when people hold your good relationship hostage pending the result of a negotiation
- communicating with difficult people
- power in negotiations
- enhancing good working relationships

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Raise Your Game

All participants complete an advanced questionnaire prior to the workshop to become more aware of their own tendencies when faced with difficult negotiation situations. Building on the information in their questionnaires, participants role-play challenging situations they may encounter, as well as strategic responses based on the framework. *Raise Your Game* alternates interactive group dialogue with experiential scenarios and application sessions:

Interactive Discussions: In initial discussions, participants briefly review Accordence negotiation tools and methodology. Later discussion delves more deeply into different aspects of difficult negotiation situations, and allows for self and group reflection. The framework is used as a reference point for all small group discussions.

Scenarios: Using client-specific cases, participants practice using the framework and tools in challenging situations. Participants further internalize the concepts and confront assumptions, and biases with which they approach negotiation.

Applications: Participants analyze their existing challenges, serving as one-on-one advisors to each other. They engage in group best practices discussions and receive coaching from facilitators. Participants share their experiences, fostering teamwork and understanding of how the principles and tools can be applied to their day to day negotiating situations.

Implementation/Customization

Raise Your Game is a two-day program appropriate for groups of 24 to 150. Presentations are customized to address each organization's specific goals and replicate the dynamics of current negotiation challenges. Feedback is solicited during the workshop to ensure that client needs are being met, and at the workshop's conclusion to refine multiple workshops as needed.