

# WORKSHOP

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## **You're Worth It! Getting What You Deserve through Negotiation**

**Sponsored by Women's Wildlife Conservation Network**

**Monday, March 6, 2017 • 1:00 pm - 5:00 pm**

### **WORKSHOP ORGANIZERS:**

**Mary Hughes**, *Association of Fish and Wildlife Agencies*

**Gina Main**, *Association of Fish and Wildlife Agencies*

### **WORKSHOP SPONSORS:**

*Association of Fish and Wildlife Agencies – Management Assistance Team*

*Wildlife Management Institute*

*Women's Wildlife Conservation Network*

### **WORKSHOP FACILITATORS:**

**Gina Main, M.S.** – Director of Professional Development at Association of Fish and Wildlife Agencies (AFWA) and Executive Director of the National Conservation Leadership Institute (NCLI)

**Mary Hughes, M.A.** - Training and Development Specialist for the Management Assistance Team (MAT) at AFWA

### **OVERVIEW:**

This workshop provides knowledge, skills and practice on how women can successfully negotiate on their own behalf in the workplace. It explores why women wildlife professionals should negotiate more often and helps women overcome the fear of asking for what they want. It also focuses on strategies for setting and achieving one's goals while circumventing conflict through interest-based negotiation that can not only preserve, but even strengthen relationships.

The first section of this workshop provides information on the negotiation distinction between women and men and the impact these distinctions have on women's earning power and access to career opportunities. The workshop examines research on women versus men's brains and data on gender differences regarding when and how women and men typically negotiate. Conflict resolution styles will also be explored.

During the next section, a toolbox of negotiation skills will be shared and practiced. Workshop participants will learn by discussing, problem-solving and applying the following skills:

- Setting ambitious goals

- Establishing value and justification
- Using interest-based vs position-based negotiation
- Assessing alternatives
- Developing win-win solutions

The workshop culminates with scenario-based negotiation practice, where participants have the opportunity to rehearse and receive constructive feedback on negotiating for their own self-interests in the workplace. Moving from theory to practice, participants apply what they learned and self-advocate in a safe environment for goals such as raises, promotions, schedule flexibility, and career opportunities.

**AGENDA:**

1:00 pm	<b>Introduction and Icebreaker</b>
1:25 pm	<b>How Women and Men Negotiate</b>
2:00 pm	<b>Break</b>
2:15 pm	<b>Negotiation Toolbox</b>
3:45 pm	<b>Break</b>
4:00 pm	<b>Scenario-Based Negotiation Practice</b>
4:45 pm	<b>Wrap Up and Close Out</b>