IBB Negotiations at a Glance

In bargaining, the parties come to the table with positions. Positions clash. Positions are driven by underlying concerns and interests. Surfacing those concerns reveals missing information that enables the parties to negotiate acceptable solutions. Moving directly to outcomes blocks progress. Instead, IBB negotiators use communication, mutual education and creative thinking to resolve issues. IBB reframes negotiation as joint problem-solving where each party takes into account the concerns and interests of other to reach agreement. Prior to negotiations, calculate the fallback, what could be achieved using an alternative strategy. Negotiators always have a choice: traditional power-based or interest-based strategy. One strategy may transition to the other, but the two do not mix. Negotiators may explore the interest-based aspects of an issue first, before transitioning to traditional power-based strategy.

Phase 1

Work the Context

Open the Conversation

Identify What's Not Working

Clarify Perspectives & Emotions

— *What's important about this issue? What's at stake?*
— *What do you want the other party to understand about this situation from your perspective? What do they want you to understand from theirs?*
— *Recognize positions as initial options & label as such*

Phase 2

Work the Issue

Issue
Positions
Concerns

Surface Concerns

Reframe the Issue as a Problem-Solving Question

Identify Objective Criteria & Solution Boundaries

— *So, what are the main concerns that each party brings?*
— *Are there any solution boundaries we need to work within? Any objective criteria the solution must meet?*
— *How can we reframe the issue as a problem-solving question both of us can buy into?*

Phase 3

Work the Solution

Options
Outcomes
Decision
Check Back

Create many options before deciding

Evaluate options using concerns & solution boundaries

Refine option ideas with the greatest potential to craft offers

Reach agreement if better than alternatives using power- or rights-based strategy

After implementation, check back to see if it's working.