



Interest-based Bargaining

TRAINING AND FACILITATION SERVICES

Interest-based bargaining, IBB, is a strategy choice available to union and management negotiating teams, an alternative approach to positional negotiation. When handled skillfully, it can be a source of learning, leading to improved outcomes, even building working relationships in the process. Interest-based negotiation frames conflict resolution as mutual problem-solving. The process guides the parties to uncover underlying interests and concerns. Rather than staking out adversarial positions, the parties work to use information, communication and out of the box thinking to identify solutions that both parties find acceptable. In an organized environment, union and management are each one of the other's best resources for getting needs met. Each side has information and insight the other side needs to reach agreement. IBB enables the parties to access that information, educate one another, build shared competency from both perspectives, and work together to resolve issues.

Interest-based bargaining is not "be nice" negotiation. It is about improving negotiation effectiveness to arrive at lasting solutions that work. It's about recognizing behaviors that escalate conflict and avoiding them, about preventing progress from getting sidetracked in personality disputes, and about building competency to understand an issue from multiple perspectives. IBB may not be the best strategy in all cases. Consider interest-based techniques when adversarial conflict is too risky, when working relationships are vital, when uncovering superior outcomes is critical to future success.

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Henderson Woods, LLC works at the invitation of both union and management. We offer one- and two- day training versions, delivered on-site, customized to suit unique organizational needs. Hands-on case simulations enable participants to learn by doing. Interactive, reflective dialogue is encouraged throughout. Henderson Woods, LLC also provides neutral process facilitation for contract negotiations, or for selected items, to assist labor and management through difficult issues.

Learn how to →

- Create problem-solving from conflict
- Put communication work
- Uncover essential information
- Craft outcomes that work for all sides
- Strengthen working relationships

 **Henderson Woods, LLC**
Building Working Relationships; Improving Outcomes

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