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STEPS



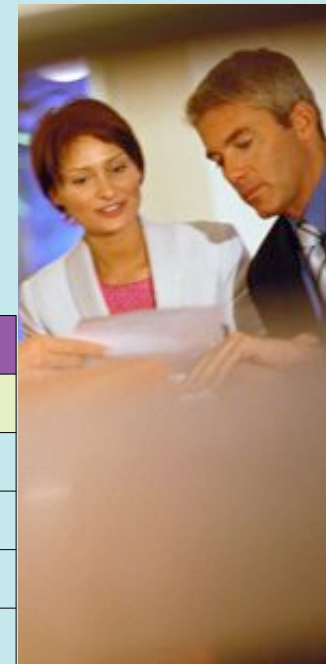
How to win at negotiation

A team exercise to bring out lessons in negotiation

1 Objective:
The objective of the game is for both teams to end up with positive scores. The group with the higher positive score at the end of the game wins.

2 How to play:
The game has ten rounds. In each round you score points by deciding if your group will play Red or Blue. The facilitator will visit your group and ask which colour you have decided to play; at this stage you will not be told what colour the opponents have chosen to play. When both groups have made their choice, the facilitator will announce to each group the colours that have been played and the scores achieved; the scoring system is shown below:

Colour played for each round		Scores achieved for each round	
Group 1	Group 2	Group 1	Group 2
Red	Red	+3	+3
Red	Blue	-6	+6
Blue	Red	+6	-6
Blue	Blue	-3	-3



Chance to Confer – Round 4

As part of the 4th round (after the round is complete) the facilitator will ask each group if you would like to confer with your opponents. The conference will only take place if BOTH groups have requested one. If either group does not wish to confer, no meeting will take place.

Second Chance to Confer – Round 8

A second chance to confer will be offered by your facilitator as part of the eighth round after the round is complete

Rounds 9 & 10 – Double Points

In each of the Ninth and Tenth rounds double points are awarded.

Score Sheet

Use the score sheet provided to help keep track of the colours that you have played, your scores and the scores of your opponents Remember: The objective of the game is for both groups to end up with a positive score, and the group with the higher positive score wins.

	Group 1		Group 2	
Round	Colour Played	Total Score	Colour Played	Total Score
1				
2				
3				
4				
Conference	Yes / No		Yes / No	
5				
6				
7				
8				
Conference	Yes / No		Yes / No	
9				
10				
Final Score				

3

Use this space for your debrief notes after the game:

My learning arising from the Red / Blue game:



In the heat of the battle many of us tend to forget any principle of win / win and go for a more dominant position. This often leads to alienation, breakdowns in trust and failure to reach the desired outcome. Negotiation is about influencing the position of the other party, but this still needs to be achieved in a way that keeps the relationship working in an acceptable and helpful manor. There are five things you can do to help this:

1. Get their perspective. 2. Acknowledge their perspective. 3. Focus on their interests. 4. Take into account their readiness to change. 5. Exercise patience. Download the *iNeed to know how to influence* pdf from our website for more insight into this approach.

