

# Environmental Negotiation Workshop

**Building Capacity - Enhancing Skills - Connecting With Others - Team building**

## Workshop Description:

This workshop provides attendees improved skills for effectively preparing and conducting environmental negotiations. Environmental negotiations are often more complex than other negotiations due to the competing interests of many parties, technical complexity (often involving data, experts, and sophisticated methodologies), regulatory and legal overlay, and often, emotional parties.



This workshop applies **principled negotiation concepts** (e.g., Fisher and Ury's "*Getting to Yes*" series) to specific environmental issue applications. Participants learn simple processes and reinforce skills through practice negotiations of increasing complexity. Negotiation simulations, role-playing, and experiential exercises are used to provide a fun and safe way to reinforce negotiation principles.

Effective negotiation requires effective communication and trust building. This course emphasizes using interest-based negotiation approaches to build trust, persuade, and create lasting solutions. The participants are taught to recognize commonly encountered unethical tactics and shown productive responses. The skills taught in this class help many reduce anxiety about negotiations while helping to achieve successful outcomes. Course notebook and text are provided.

## Who benefits from this workshop?

- ★ Agency and Tribal Representatives
- ★ Natural Resource Scientists
- ★ NGO Representatives
- ★ Citizen participants
- ★ Land Managers
- ★ Engineers
- ★ Supervisors and Program Managers
- ★ Consultants and Corporate Staff

## Will participants be expected to have any prior knowledge, training, or experience?

Prior training is not necessary. All basic concepts will be reviewed in adequate detail to allow participation by beginning students, while the depth of the material should satisfy experienced negotiators. We assume that everyone has some experience with negotiation. There is material to help each person improve negotiations, whether they are "beginners" or highly experienced.

## What will the participants learn?

- Basic negotiation concepts and terminology
- The difference between positional negotiations and principled (interest-based) negotiations
- How to prepare and be ready to negotiate before bargaining begins
- How to clarify your interests and alternatives to negotiation to create better outcomes
- How to manage negotiations and how to work on a negotiation team
- Improved communication skills for an improved outcome
- How to close negotiations with agreements that last

## Workshop Agenda

### Day 1

- Class Orientation
- Introduction to a process for Environmental Negotiations
  - Background on negotiations
    - Concepts
    - Definitions
    - Negotiation Styles
- A Process for Negotiations I:
  - Overview
  - Preparing to Negotiate
  - Interests, Alternatives, and Options
- Role Plays and Exercises*

### Day 2

- A Process for Negotiations II:
  - Bargaining
    - Interpersonal Skills in negotiations
      - Communication, motivation, persuasion
    - Interests
    - Options
    - Packages
  - Managing Complex Negotiations I
    - Working on Negotiation teams
    - Monitoring the progress of the negotiation
    - Dealing with conflict
- Case Studies and Challenges
- Tricks and Tactics
- Multi-party role play and group exercises*

### Day 3

- A Process for Negotiations III:
  - Writing sustainable agreements
  - Monitoring
- Managing Complex Negotiations II
  - Skills for Difficult Negotiations
  - Managing Scientific and Technical Information
- Role Plays and Exercises*
- Ethics in negotiations
- Third Party Assistance
- Conclusion
- Evaluation

**Optimal class size:** 15-30 participants

**Instructors:**

Jim Nelson (principal instructor)

Guest instructors (speakers) are invited to this class. Past guest instructors include:

Rob Dudra, Pierce County Department of Public Works, Tacoma, WA

Ron Nelson, Attorney, San Francisco, CA

Dawn Rafferty, Nevada Department of Agriculture, Reno, NV

Mark Stopher, California Department of Fish and Game, Sacramento, CA

**Course Deliverables:**

- Pre-workshop survey to help determine participants' interests and shape course content. Courses are shaped to the participants and/or can be focused based on the needs of the sponsoring organization.
- Three days of lecture, exercises, simulations, and practice.
- Course notebook – three ring binder to keep and add materials.
- Text – *“Getting to Yes”*.
- Written course evaluation to assess the effectiveness of the course.



Confederated Tribes of the Colville Reservation, Spokane 2011



Open Enrollment class, Olympia 2011

## What people are saying... (Lacey, April 2013)

### What did you like most about the course?

- Facilitator gained trust of students. Questions were brainstormed rapidly with excellent group contribution.
- “The real-life simulations. A safe place to “practice” negotiation tools. The great tool for improving our odds for successfully negotiating situations.”
- I liked “the variety of topics/tools covered along with a simulation to practice the skills. The variety of interactions also provided opportunities to work with multiple styles. Enjoyed how the class continues to build concepts/ideas over the 3 days.”
- There was a lot of openness in the class allowing for a lot of interaction. Feedback was good. I appreciated the real world examples.
- Very interactive, good energy, helpful.
- Mt. top exercise – wow. It pushed my buttons and I got to see reactions to certain behaviors.
- Interactive exercise mix with lecture material.
- The exercise!!! The Mt. White Top exercise was valuable – I learned a lot about myself through that exercise. The instructor put everyone on the spot and got everyone involved. The reaction at the end was great.
- All of the tools. I appreciate having things to take back to use in my job.
- The instructor had a wonderful demeanor.
- Experiential training opportunities to engage and stimulate real scenarios. Never dull and include helpful tools to take back to my job and personal life.
- Real life case studies with specifics changed to protect the innocent/guilty.
- I liked being able to practice the skills being talked about. This showed me the lack of preparedness and negotiation skills that seems to be present at the agency staff level.
- Each piece/section of the course had an exercise incorporated with it. These were all allowed to play-out with each of our groups. This allowed us to learn from each other. But what made it better was the follow-up after that was really awesome to hear what really happened, and also hear from how others dealt with the problem.

### Do you have any specific comments for the instructor[s]?

- I like hearing the stories of real life situations and how they turned out.
- Enjoyed the use of guests to assist the instruction.
- Very well presented.
- Excellent job!
- Personal views enrich training – keep sharing!
- This was all it was claimed to be (excellent) and more. I think people on the street (everyone) should take this course.
- I appreciate your demonstration of grace over pressure.
- Keep doing the good job! You were friendly and easy to approach. Thanks for the tips, Jim. I really appreciated it!
- Great job in handling the interpersonal conflict on the last afternoon. You are an excellent model on how to tackle the situation directly. You did so with compassion, respect, and humanity.
- Keep spreading goodness.
- It was great to hear about all of your experience and include case study examples into the instruction. I appreciate the facilitation style of engaging the group.
- Kind, positive, I like the approach used in the class.
- Did great – admire educator.
- Thank you!
- Loved the class! I will use all of it!