

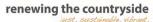
1

The Farm Labor Dashboard

uvm.edu/aglabor/dashboard

HOSTED BY:













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3

Goals

- 1. Learn the importance of negotiation
- 2. Understand best practices
- 3. Have a framework for preparation
- 4. The importance of evaluation

Session 1 – Exploring the basics

Session 2 – Applying the tools

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4

Everything is negotiable

Where do we go on vacation?
What time is curfew for a 15 year old?
What color do we paint the barn?
Should we buy a new truck?
What's for dinner?

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5

...but not everything is worth negotiating

Take home message:

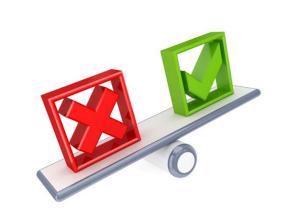
"If you are going to negotiate...learn to do it properly and be in it to "win" – otherwise don't go into it at all"

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6



A PROCESS OF LOOKING FOR A SOLUTION BETWEEN TWO (OR MORE) PARTIES WITH OPPOSING VIEWS.



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7

Definition:

A <u>PROCESS</u> OF LOOKING FOR A <u>SOLUTION</u> BETWEEN TWO (OR MORE) PARTIES WITH <u>OPPOSING VIEWS</u>.



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8

Best Practices! Determine whether negotiation is the best course of action? Plan out the homework that needs to be done in advance Write out your expectations? Ideal. Most likely. Identify is your "walk away" point

9

		Issue		
Negotiation Framework	nship	HIGH/HIGH Bring your "A" game	HIGH/LOW Important Relationship Less important issue	
	Relationship	LOW/HIGH Less important relationship More important issue	LOW/LOW Why bother?	
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Should I negotiate?

- Strong passion for movement on the issue
- Room for improvement
- It will increase confidence
- Evidence indicates current situation is out-of-balance
- Lots to gain; Little to lose

- It's not worth the effort/energy
- There is little room for change
- It would increase my vulnerability
- It would jeopardize a valued relationship
- · Lots to lose; Little to gain

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11

11

Preparation is everything

About You

- What's my ideal endpoint?
- Where am I willing to settle?
- Am I prepared to walk away?

About the Other Party

- What are the opposing values?
- Where is there agreement?
- Where do you think they want to end up?
- Where do you think they'd be willing to settle?

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12

Are there social/cultural norms I need to be aware of?

Eye contact?

Greetings?

Pace and formality?

Personal space?

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13

What Emotional Thinkers Bring to Negotiation



- 1 Compassion/Empathy
- 2 Values-centered
- Curiosity/Listening
 Skills
- 4 Compromise orientation

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14

Where do emotional thinkers need practice? 1 Confidence 2 Being willing to walk away 3 Authoritative communication/not waffling 4 Not escalating into anger

15

4 Principles for success Develop criteria that any acceptable solution must satisfy (both sides) Explore 2-3 options

