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The Farm Labor Dashboard

uvm.edu/aglabor/dashboard

HOSTED BY:



PARTNERS:



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Why negotiation?

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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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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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...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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Definition:

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



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Best Practices!

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Determine whether negotiation is the *best* course of action?

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Plan out the homework that needs to be done in advance

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Write out your expectations? Ideal. Most likely.

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Identify is your “walk away” point

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Negotiation Framework

Relationship

Issue

HIGH/HIGH Bring your “A” game	HIGH/LOW Important Relationship Less important issue
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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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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Are there social/cultural norms I need to be aware of?

Eye contact?
Greetings?
Pace and formality?
Personal space?

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What Emotional Thinkers Bring to Negotiation



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

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Where do emotional thinkers need practice?

- 1 Confidence
- 2 Being willing to walk away
- 3 Authoritative communication/not waffling
- 4 Not escalating into anger

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4 Principles for success

- 1 Separate the person from the issue
- 2 Negotiate not from position but from interest/need
- 3 Develop criteria that any acceptable solution must satisfy (both sides)
- 4 Explore 2-3 options

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Success Tips

- 1 When you get to “Yes”, stop talking
- 2 Be respectful
- 3 Focus on the common ground
- 4 Know what you want (or don’t want) before you go in

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Common Pitfalls

- 1 Never negotiate against yourself
- 2 Don’t negotiate with someone that doesn’t have decision-making authority
- 3 Trust your intuition
- 4 Avoid buyers’ remorse

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