

Analytic Journal Assignment A

15.665 Power and Negotiation Sloan School of Management

Assignment A has two parts.

- Part I: Analysis of one role-play negotiation simulation
- Part II: Counterpart feedback.

Use this sheet as a guide. Analyze and evaluate one role-play negotiation simulation. Using the terminology, frameworks and concepts from the course, analyze your own negotiating skill and that of your counterpart(s). Then provide recommendations for future negotiations.

Analytic Journal Assignment A: Part I

Part I: 2-3 pages, double-spaced, a *strict* 825 word limit will apply

Directions: Briefly describe, thoroughly analyze, *and* evaluate the process and outcome of one in-class negotiation exercise. Then, summarize take aways from this exercise.

Use the questions below as a guide. Focus on the questions that are most relevant to analyzing your negotiation. You do not need to answer every question, but you should thoroughly answer the questions on which you focus and provide supporting behavioral evidence for your claims (example below).

For this assignment, you will need to use terminology, frameworks, and concepts from the course, and cite any references to the class readings.

Example of a supported claim: My counterpart employed an empathic style. At one point he “read” my body language and said, “You don’t seem comfortable with how the agreement is shaping up. Am I right?” He was right. His style was effective because it built trust and made me comfortable enough to share my concerns about our firm’s ability to meet the project deadline.

Part I, Guiding questions:

- Briefly describe the situation and your strategy.
- Did your strategy work as you expected? Why? Why not?
- What strategies/tactics did your counterpart use? How effective were they?
- What sources of power did you use?

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- What sources of power did your counterpart use?
- How assertive and/or empathic were you?
- How assertive and/or empathic was your counterpart(s)?
- How well did you understand your counterpart's interests and feelings? How did your understanding (or lack of understanding) effect the negotiation?
- How well did your counterpart(s) understand your interests and feelings? How did their understanding (or lack of understanding) effect the negotiation?
- Did you attempt to influence the mood of the negotiation or manage participants' emotions (your own emotions or those of your counterpart)? If yes, how so?
- Did your counterpart(s) appear to influence the mood of the negotiation or manage participants' emotions (their own emotions or yours)? If yes, how so?
- Was value created? How?

Part I, Guiding questions (continued):

- What tactics did you use to claim value? Were they effective?
- What tactics did your counterpart use to claim value? Were they effective?
- Was the "pie" split fairly? Why? Why not?
- Did either party try to exploit the weaknesses of the other?
- Did either party engage in relationships building? How so?
- What effect did this negotiation have on your relationship with your counterpart? Why?
- What if anything would you do differently next time?
What advice would you give the person with whom you negotiated?
- What did your counterpart do that worked well for them and/or impressed you?

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Analytic Journal Assignment A: Part II [Separate Counterpart Feedback]

(Turn in **multiple hard copies** of this feedback sheet, one for grading and one for *each* counterpart.).

Assignment A, Part II: 1-1.25 pages, double-spaced, a *strict* 300 word limit will apply

Directions: Using information from your Assignment A analysis, write feedback for your counterpart. Use the questions below as a guide. Refer to the handout of Maister's chapter, "How to give Advice."

Name (optional):

Negotiation Exercise:

Name(s) of Counterpart(s) and their roles:

1. Using the terminology, frameworks, and concepts from the course, what advice would you give the person with whom you negotiated?
2. What did your counterpart do that worked well for them and/or impressed you?