

Paper Presentation By Chijioke Nnanna Ibeku On Interest Based Negotiation.

In responding to the topic that has been given to me to speak on , I shall for all best purposes define Negotiation . We may assume that the definition of negotiation is well known by all but it may surprise us that some people mistake negotiation for bargaining . Negotiation is a dialogue between two or more people or parties to reach the desired outcome regarding one or more issues of conflict.

The agreement can be beneficial for all or some of the parties involved.

Bargaining is what one or the other party wants .

Interest based negotiation is simply a problem solving approach to a conflict that is centred on needs , desires and concerns rather than the position .

Interest is what we want

Position is why we want what we want

I owe this simplified understanding to a close friend and renowned negotiator , Deniz kite and another accomplished negotiator Deborah Graham

Positional negotiation is either a win win / win or lose

Positional negotiation can also lead to a compromise

There are four types of interest in Negotiation:

Economic

Security

Recognition

Control

Issues / Desire

I shall also mention Four Conflict Negotiation Strategies:

Consider Interests and Values Separately

Engage In Relationship Building Dialogue

Appealing to Common
Or Shared Values

I will shed a bit of light on this topic with an example on children @ our peer mediation programme

Two children had an issue over having a particular pen for writing as assessment

One was not pleased that he was given that particular black pen for the assessment but we had to get the other party to realise that the main function of the pen is to write ,thus it must not be done with that particular black pen .

Infact we gave her a new parker Pen to make it a win win situation for all..

It is trite to at this particular time to further broaden the analysis of this topic by giving another example that will surely resonate with many herein

You have a tenant who has been paying his rent as and when due , however ,to Covid 19,he could not meet up with that obligation .

The landlord was under pressure to get his delayed rent by going to the court .

I had to tell him to focus on his Interest and not position ; that the house will always be his and with a bit of negotiation, he would come out of this delay better .

True to my word , he came out better . We rented out his property at a much better value than it was when he agreed to give a grace period to the tenant in question .

You can imagine the outcome if he had pursued this matter in court .