

Technology Negotiations and Dispute Resolution Systems

ESD.141 – Session 10

Employment Negotiations

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Simulation Debrief

- Negotiations over pay
 - Anchors in negotiation over pay
 - Starting pay versus career potential
 - Employer's BATNA
- Easy “yes” items
 - Signing bonus
 - Moving expenses
- Negotiation over non-economics:
 - Starting assignments
 - Support staff
- Expanded considerations
 - Accelerated review
 - IP agreements
 - Stock options

Additional Considerations in Job Search

- Targeted letter campaigns and expanding network strategy
- Know salary range in advance
- Salary discussions only after match is clear
- Probe on additional considerations and options
- Wait a day before getting back to the employer
- Get specifics of package in writing
- Develop alternative options

Best Job Interview Question

- Assume that I do come to work for you and that we are fantastically successful. If we are here meeting in three years, celebrating that success, what are we celebrating having accomplished?