

## **Some notes to accompany the negotiation activity: tasks 1-2-3**

### **How to get the most from the above...**

In no particular order, here are some thoughts to help get the most learning from this powerful activity.

The three tasks are combined on one sheet here, but need to be on separate sides when used in earnest.

I find it helps to run this very early on during a negotiation event, as the issues are fundamental, and raise matters that can be worked upon later in a day or whatever.

Be ready to give this the time it may need. Although times are given for each task, these are indicative only, and I have found it helps to give more time for tasks two and three in particular if it is needed.

Task one is easily accomplished by some, who rattle off both a definition and all preconditions sought, whilst others struggle, so be prepared to move onto task two when you see enough outcomes from the first task, irrespective of whether or not it is completed by all.

Let the two teams know *during* task two what task three will be...say after 15 minutes, and make sure they have all seen this. They may be very focused on the second task, and wouldn't otherwise read it, and understand what they will need to do for task three.

I find six is the absolute limit for team numbers, so be ready to appoint observers from the outset if numbers are high.

Sometimes people get very excited about this, and I have had to defuse some rather surprisingly emotional exchanges between colleagues over apparently trivial issues...be ready to intervene if required!

It sometimes helps to point out that a team is or is not adhering to their own definitions and preconditions!

Keep interventions to a minimum to allow a natural flow and learning to emerge.

I always encourage the maintenance of learning points sheets to capture 'aha' moments that would otherwise be washed away in the excitement of the process.

It is common during task three for teams to seek a change of rule, to allow compromise, and the modification of wording...decide for yourself it is appropriate to stick to the rules, and 'force' negotiation, or to re-negotiate the rule.

If you use it a lot, capture the definitions and preconditions generated and use this as a learning aid for the benefit of later groups.

Good luck, and let me know if I can help further.

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