



## NEGOTIATION COACHING

**Negotiation Coaching** is used between mediation sessions to support each party in formulating proposals and identifying strategies to meet their own and the other party's needs. When individual rights and interests are in conflict, both sides must be able to clearly articulate proposals and look for solutions that fulfill everyone's needs.

**The two basic goals of negotiation are:**

- 1) fair agreements that will hold up over time
- 2) preserving future relationships

**Developing effective negotiation skills furthers:**

- ▲ ability to understand the other parties' interests and needs
- ▲ willingness to ask questions to clarify issues: How can it be done better?
- ▲ risk taking, such as inviting criticism: How is a proposal not fair?
- ▲ determination of standards to measure options and fair solutions
- ▲ clarity about your own bottom line

**NEGOTIATION** in family mediation is complicated by the interconnections between the parties, through children, other family members and friends, and due to a shared history.

Many parties choose mediation in order to prevent further damage to the relationship. Despite the best of intentions, parties often still have emotional ties and investments in each other, which make the task of negotiating particularly challenging.

Common Ground Negotiation Services provides tools through negotiation coaching, that can help to diffuse the emotional charge around decision-making with close family members.