

# 20b Mini-negotiations

Paul Dummett

## Jason Electrics: Negotiating a reduction in working time

- 1 Read the text and complete the first section of the table with notes.
- 2 You are going to roleplay a negotiation with another student.
  - a First decide which of you is going to be the Manager and which is going to be the Union Representative. Think of two concessions you would make in the negotiation and write notes in the second section of the table.
  - b As you negotiate, complete the third section of the table.

You work for Jason Electrics, a company that manufactures electrical cable. It employs 95 people and is based in an industrial park near Swindon, England. The regular working week for production staff is 39 hours, compared with a maximum of 37 hours in other, similar companies on the estate. The union would like to negotiate a reduction in working hours to 37, without any reduction in basic salary. They realise that in return for this they will probably have to increase productivity. The management is happy to consider a reduction in hours if it can win greater productivity and flexibility in working time. (It often needs to ask staff to do overtime for special orders.)

	Management	Unions
<b>What they want</b>	_____	_____
	_____	_____
<b>What they can offer</b>	_____	_____
	_____	_____
<b>Concessions</b>	1	1
	2	2
<b>Productivity deal</b>	_____	_____

## Businessworks: Negotiating the allocation of extra resources

- 1 Read the text and complete the first section of the table with notes.
- 2 You are going to roleplay a negotiation with another student.
  - a First decide which of you is going to be the Sales Director and which is going to be the Area Sales Manager. Think of two concessions you would make in the negotiation and write notes in the second section of the table.
  - b As you negotiate, complete the third section of the table.

You work for the sales department of a company which makes accounting software. There are four export sales managers, each responsible for a different area in Europe. The manager responsible for Scandinavia feels that he is overworked and that without extra staff he cannot achieve the targets he has been set. He thinks that with extra sales staff and a bigger budget he can increase the sales potential. The sales director would like proof that sales can be increased before providing extra staff and resources. She is prepared to risk employing extra staff for the area if the manager will share some of the risk also.

	Sales Director	Area Sales Manager
<b>What they want</b>	_____	_____
	_____	_____
<b>What they can offer</b>	_____	_____
	_____	_____
<b>Concessions</b>	1	1
	2	2
<b>Risk-sharing deal</b>	_____	_____