

**Technology Policy Negotiations and
Dispute Resolution
ESD.933 – Session 3b**

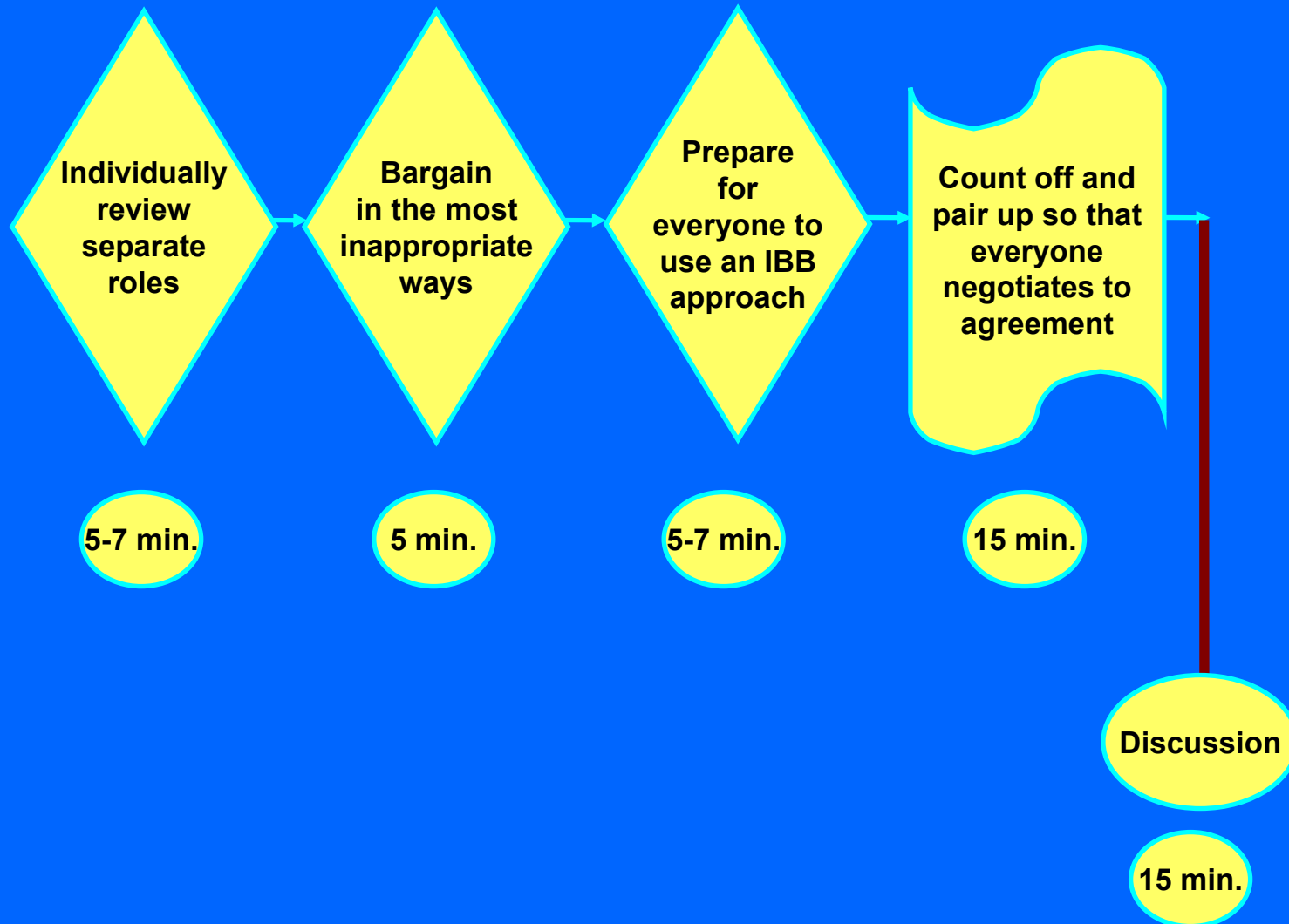
The Training Conflict

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Simulation ground rules

- Take your role seriously
 - *From now on, during the simulation, this is who you are*
- Support others as they play their role
 - *Recognize that this is easier for some than others and that people may be experimenting with new skills or approaches*
- You may invent additional, consistent information
 - *Provided, of course, that it doesn't give you an unfair advantage*
- If you finish any phase early, use the remaining time to debrief with your partner

Simulation process



Issue Analysis Worksheet

Issue: _____

Union's Interests: What is important to the union on this issue?

Management's Interests: What is important to management on this issue?

Options: What are options to consider on this issue – especially mutual gains options?

Additional Considerations: Other stakeholders, power dynamics, history, etc.

Lessons from the simulation

- Prepare (assess interests) to avoid positional bargaining
- Build on interests (yours/others) to generate options
- Create value through information exchange
- Don't "cut a deal" too soon -- you may cut off better options

Also Consider: Conflict Styles

- Competitors
- Accommodators
- Avoiders
- Quick fixers
- Problem Solvers