



Qudwa

A i d i n g t h e B a l a n c e

TWO RIYAL CHALLENGE

Negotiation Challenge

- On your table you will find two Riyals to be split between you and your opponent.
- You will all receive secret instructions that will guide you through this negotiation process.
- Objective:
Negotiate the highest possible amount for yourself while fulfilling the requirements of the secret instructions.
- Time :
(4) rounds of 8 minutes each.

May the best negotiator win!

Constraints (Rules)

- During the negotiation you should do the following:
 1. Read and understand the instructions
 2. Don't share your target with your opponent
 3. Be honest at all times
 4. Be conscious of the allotted time and use it to the best of your ability
 5. You may only negotiate up or down of values of 0.5 Riyals, so allowed amounts are 0.0, 0.5, 1.0, 1.5, and 2
 6. You cannot add any money
- You do not know how high or low your opponent's secret target is so do not relent

Judging & Scoring

Remember!

- You may only negotiate up or down for values of 0.5 Riyals so allowed amounts are 0.0, 0.5, 1.0, 1.5, and 2
- You do not know how high or low your opponent's secret target is so do not relent

PHASE ONE, ROUND ONE

8 minutes!

PHASE ONE, ROUND TWO

8 minutes!

PHASE TWO, ROUND ONE

8 minutes!

PHASE TWO, ROUND TWO

8 minutes!

Did you feel more confident in Phase 1 (Opposite gender) or Phase 2 (Same gender)?

- 1
- 2

If you were to negotiate against an opponent, would you prefer one of the same or opposite gender?

- Same
- Opposite

Gender difference in negotiation

Women	Men
Tend to accept less and concede more	Tend to negotiate higher and concede less
Value personal relationships	Value winning the negotiation
Want to be liked or be perceived as good or nice	See negotiation as just business
Tend to ask more questions to try to gain more insight, to try to get to know the person better	Ask less questions and focus on the goal
Sit in areas around the conference table that are known as the 'dead zone'	Sit at the head of the table and seek to take control

* HB Litigation Conferences' February teleconference on Effective Negotiation Skills for Women Lawyers

“Women lawyers who want to be effective negotiators need to understand one thing: men and women have different negotiating styles. The key to being successful is to recognize those differences and play to your strengths”, attorney Maureen McBride of Lamb McErlane told the attendees of HB Litigation Conferences' February teleconference on Effective Negotiation Skills for Women Lawyers.

Gender difference in negotiation

- Negotiating for Self versus Others



* Image from Bowels et al 2005

One of the most central and commonly held theories of negotiation is that the negotiation process involves a delicate balance between advocating for oneself and advocating for others.

negotiators must balance a tension between assertiveness (i.e., expressing and advocating one's own interests) and empathy (i.e., demonstrating an understanding of the other side's concerns).

Nearly all well-known negotiation theorists maintain that expert negotiators need to be capable of demonstrating both concern for self and concern for other.

Study:

Making a Positive Impression in a Negotiation: Gender Differences in Response to Impression Motivation

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Image from Bowels et al 2005

Gender difference in negotiation

Gender stereotypes exist, but negotiation most of the time depends on the situation

- Power and status
- Structural position
- Experience

Gender stereotypes and negotiation performance: examination of theory and research, Laura J. Kray and Leigh Thompson

Gender stereotypes and negotiation performance: examination of theory and research
Laura J. Kray and Leigh Thompson

WINNERS!!

The logo for Qudwa features the word "Qudwa" in a light green, serif font. The letter "Q" is stylized with a dark green, curved flourish extending from its bottom left. The letters "u" and "d" are also in a light green color, while "w" and "a" are in a slightly darker shade of green. The overall design is clean and professional.

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