

# Negotiation Mastery: From Wonderland, Enneagram and Circles to CENTER

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[www.savagemanage.com](http://www.savagemanage.com)



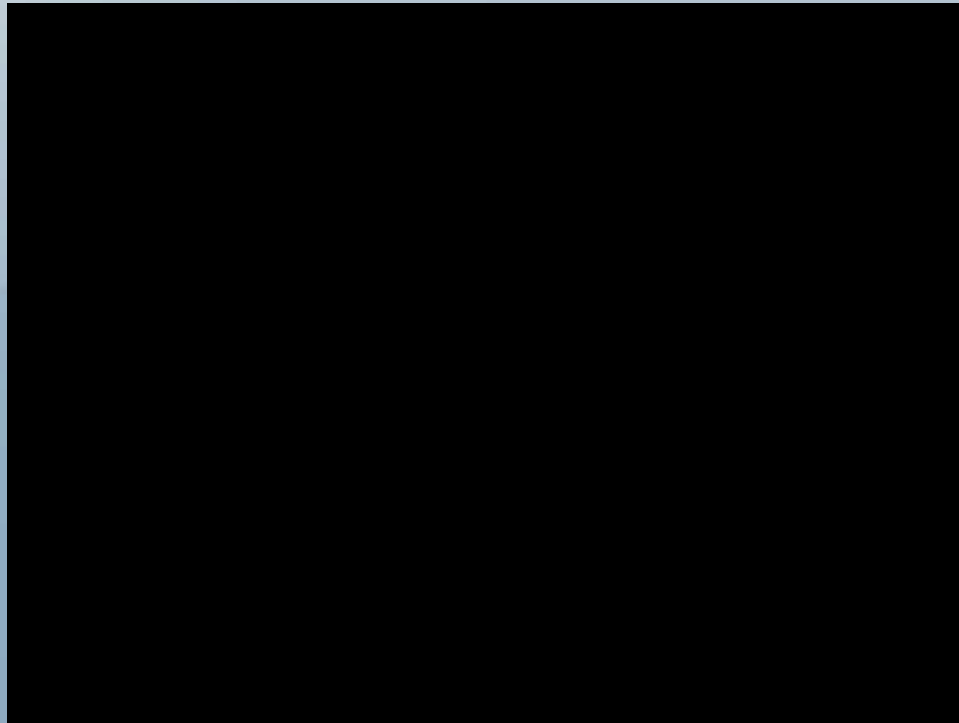
“Synergy Alberta embodies the principle of working together to resolve issues, lessen impacts and encourage the use of best practices in the areas of health, safety and the environment.”



“Negotiation mastery is not about hard-line positions or even winning specific deals. Negotiation mastery is about presence, connection and mutual exploration to create meaningful and sustainable success together. Such outcomes are those that may never have been believed possible before the negotiation commenced.”

David B. Savage

**And sometimes...**



# What We Will Do This Morning

*Warning: a) this is about you not the slides, and  
b) this is an overview of what is possible.*

## Wisdom Points:

- The Brain, The Body, The Spirit

- The White Rabbit

## My Journey

- Oil & gas, mediation, conflict management, negotiation, mindfulness, Enneagram and more

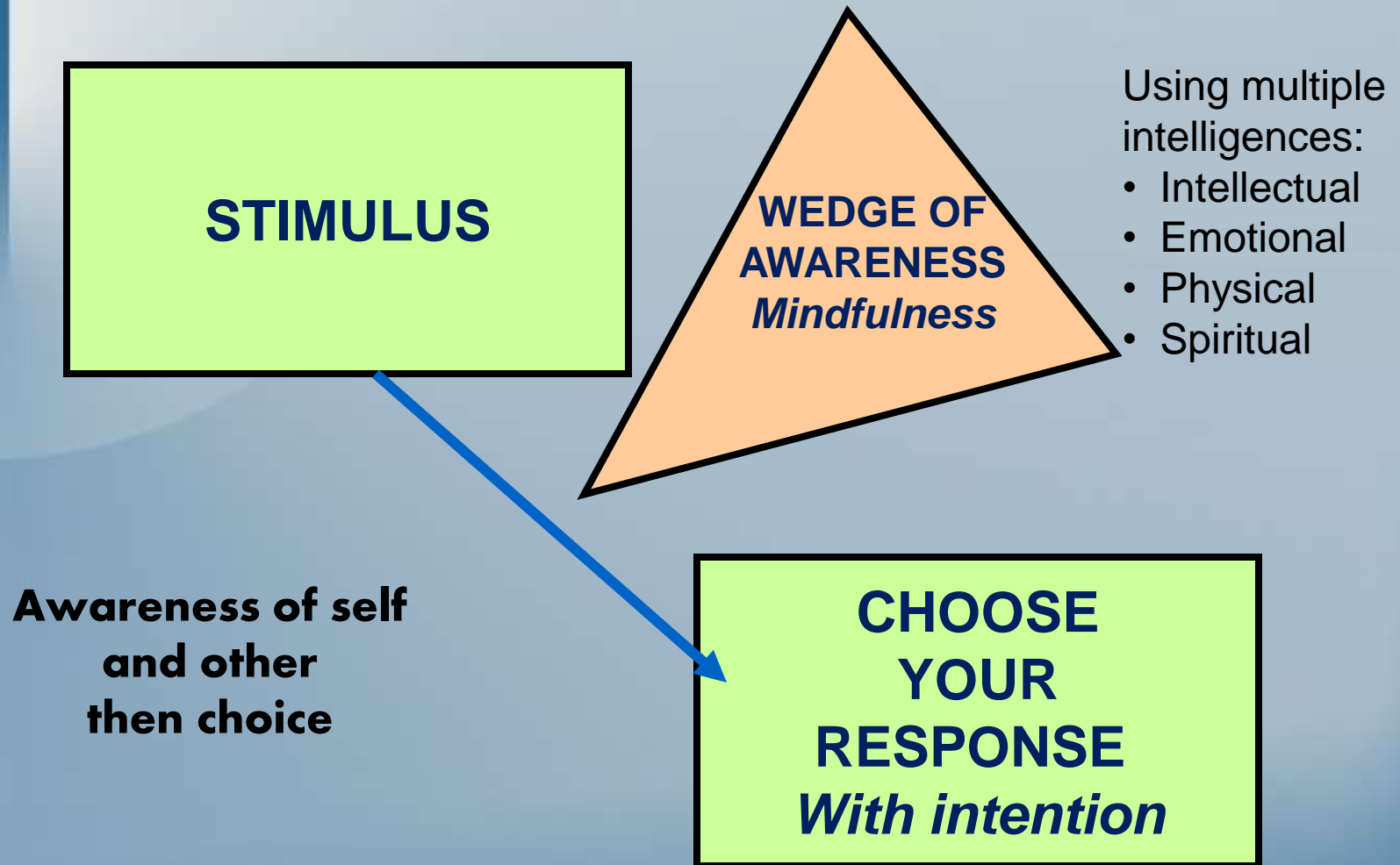
## Your Wisdom

## Call To Action

# In this moment negotiations

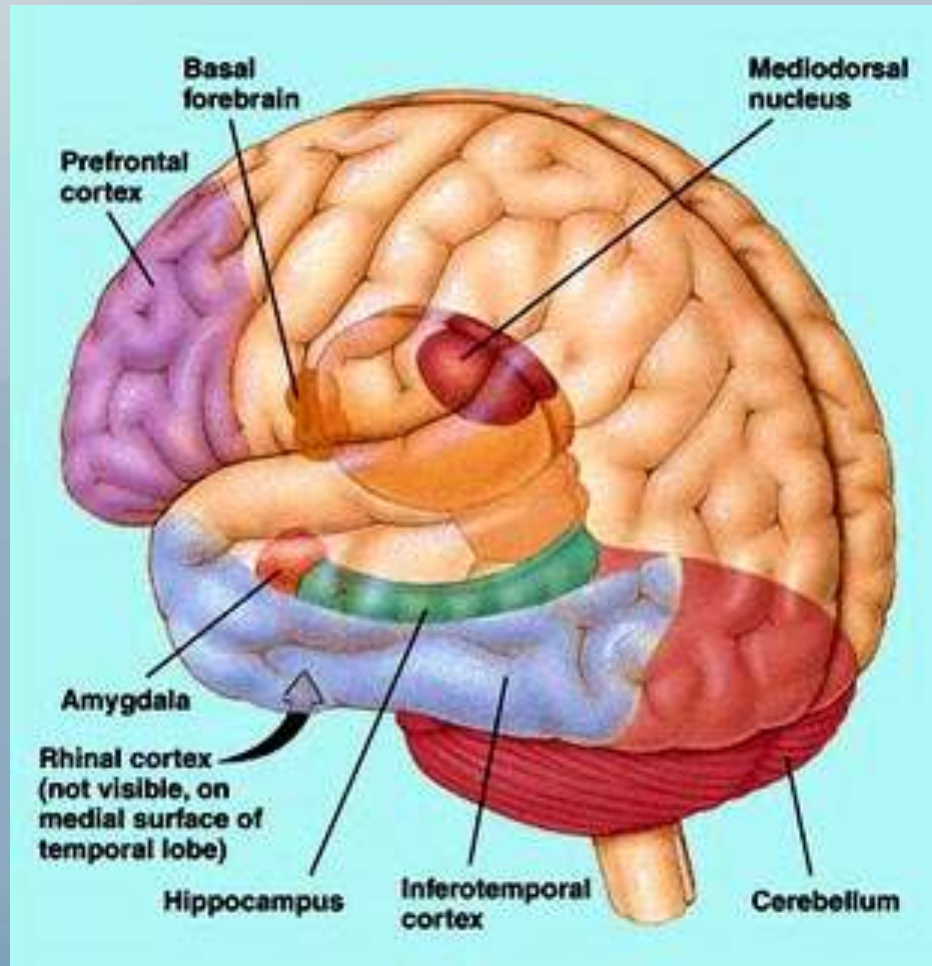
- Find someone you do not know
- You both have 5 minutes to negotiate something/ anything.
- See what you can do and have fun!
- What did you get? What did you give?

# Breaking the Cycle of Reactivity



Negotiate from the Amygdala.

*“Speak when you are angry  
and you will make the best speech you will ever regret.”*

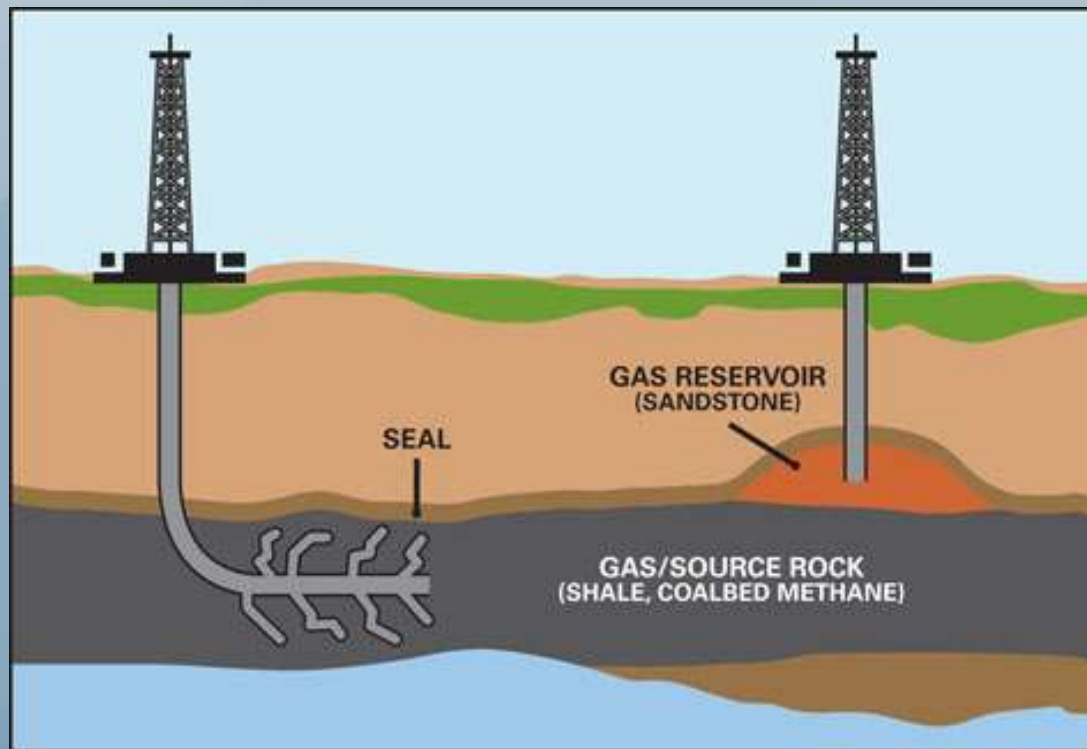




Negotiation is a dialogue;

- intended to resolve disputes,
- to produce an agreement upon courses of action,
- to bargain for individual or collective advantage, or
- to craft outcomes to satisfy various interests.

What are you drilling into for negotiating resources?

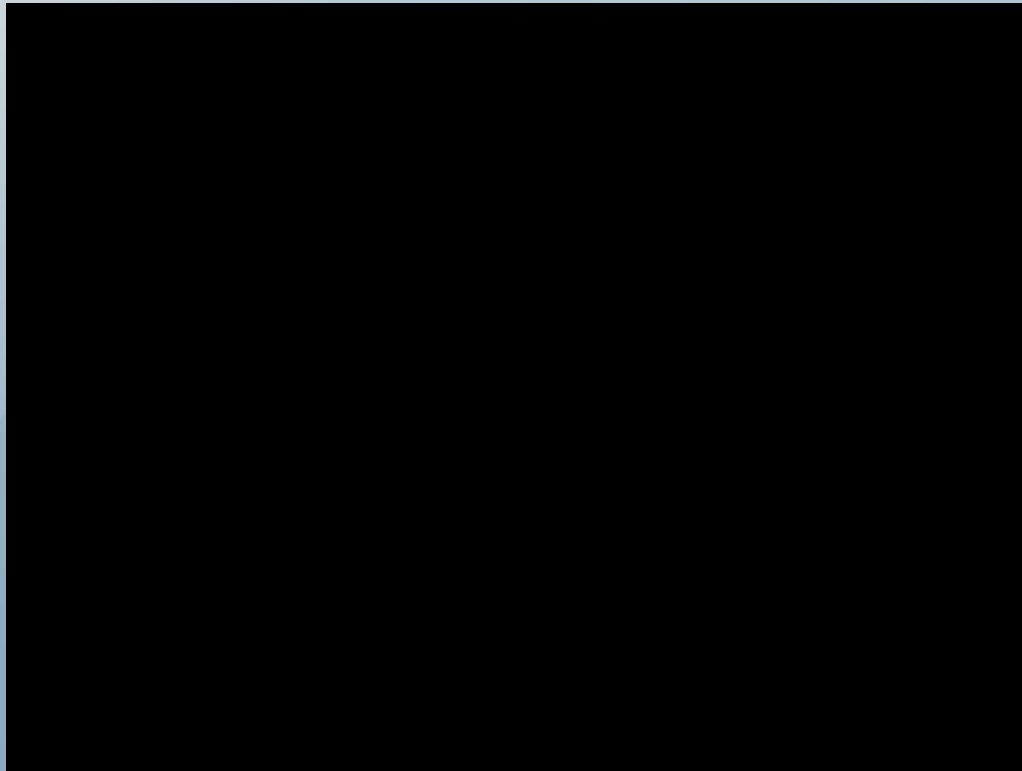


# What is your Negotiation Inuksuk?



Dyad for 5 minutes; what guides me in negotiations?

# The White Rabbit's advice



Grace Potter and the Nocturnals

# Rabbit Holes

“If you go chasing rabbits and you know your going to fall.....

Remember what the door mouse said...feed your head”.

Are you going down rabbit holes that lead now where?

Are you simply banging away using the same old techniques and trying to get a different outcome?

What about Curiosity?

How might that serve your negotiations?

# My exploration as a negotiator looking for my ground.

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- 1975 Get into Land (join CAPL)
- 1985 Get into Joint Ventures & facilities (founding membership in PJVA)
- 1991 Get into field operations & “C” suite
- 1993 Get into interest based negotiation & appropriate dispute resolution
  - » EUB ADR, C2C ADR, Synergy Alberta
- 1995 Get into starting own companies (5 in ten years)
- 2006 Get into coaching negotiators and leaders
- 2007 Make the world my community
  - » cofounder of Global Negotiation Insight Institute,
  - » Mediators Beyond Borders,
  - » Professional Enneagram Association of Canada
- 2009 realize the great wisdom we have right here,
  - » we can teach Harvard
- 2010 Creating Negotiation Circles, videos and books  
While coaching negotiators and leaders

# Some Creations & Resources

[www.c2cadr.org](http://www.c2cadr.org)



"We endorse the C2C Task Force Report and, in particular, the Report's focus on fostering ways to better manage, control and resolve conflicts within the industry. We strongly encourage companies to consider the Report's recommendations and use the guidelines as we believe they will assist companies in selecting the most appropriate process for resolving conflict, improve business relationships and minimize the diversion of internal resources from other productive opportunities."



For Negotiators:

Let's Talk Handbook

Not "Lets text" or email

Nor "Let's Litigate"

Empower the good folks not the bad.

Situation Assessment Meeting.

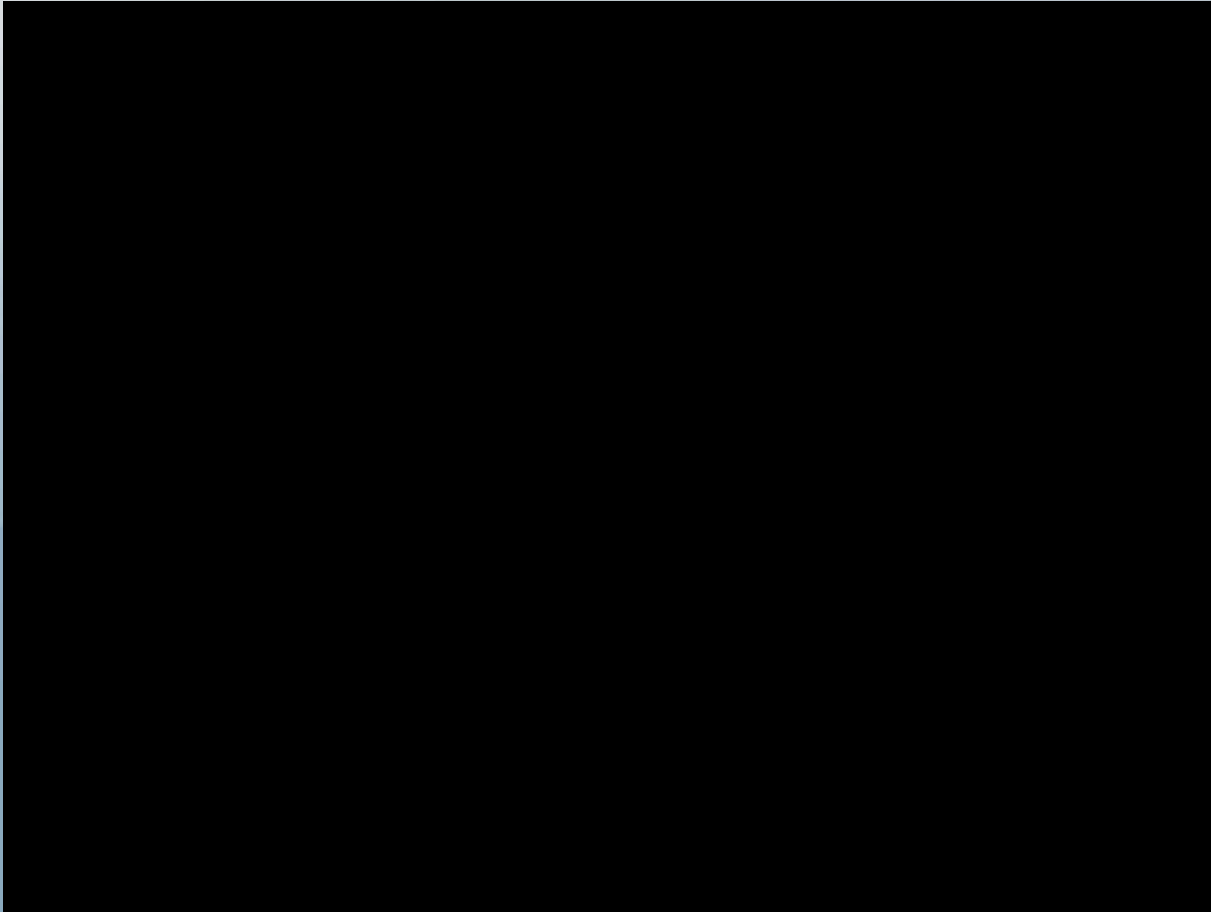
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- In evolution a fast read and react can be the difference between life and death.
- In our lives, this can also limit our ability to see, understand and move forward with the impact and purpose we would wish.
- Not knowing, curiosity, empathy and a view to future possibilities may permit us to create greater outcomes in our negotiations, conflicts and activities.

- ✓ My challenge is for you to “notice” what comes up, move from reactivity and judgement to curiosity and the impact you wish to have. This alone will transform your negotiations, communications and life.
- ✓ Cranbrook Deer and Dog, warning.
- ✓ What comes up for you? Where do you go?



Your reaction and judgements?



Dyad for 5 minutes then report back

# Mindfulness/ Presence

- Don't Believe Everything You Think!
- Mindfulness means;
  - paying attention in a particular way:
  - on purpose,
  - in the present moment, and
  - non-judgmentally.
- Some estimate that only 10% of the time, we are in THIS moment.
- Be Here Now.
- Freedom from busy-ness and long “To Do” lists.

# Presence, Insight, Grounding vs. our reptilian reactions

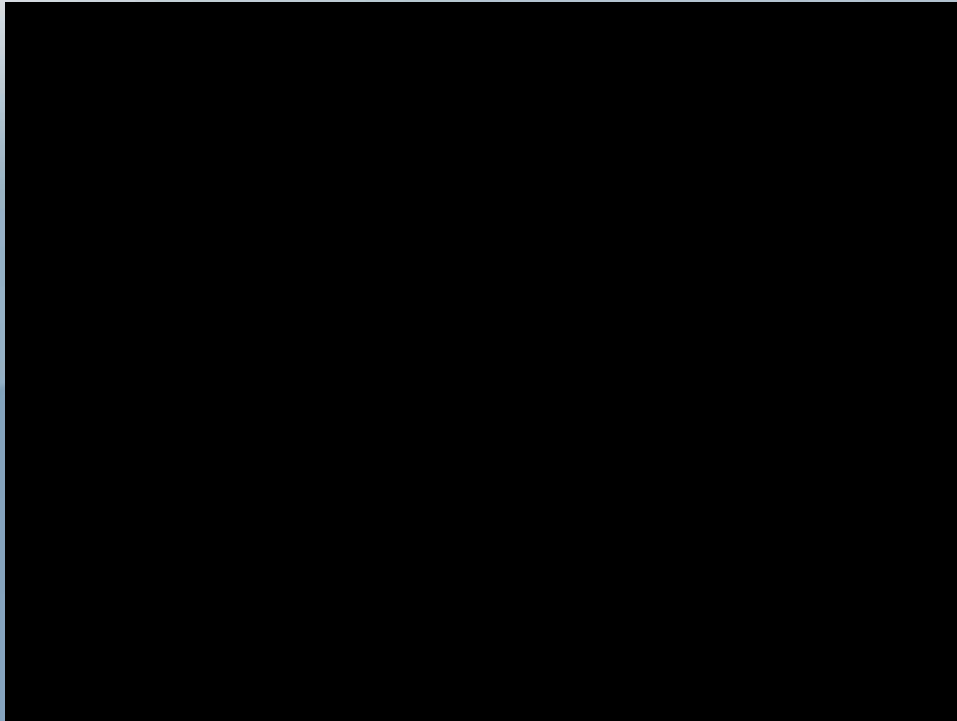
- ✓ Mountain pose
- ✓ Breath (spirit, energy)
- ✓ Open to new perceptions
- ✓ Without “right or wrong”
- ✓ Curiosity & Not Knowing

# Your choice



# Global Negotiation Insight Institute

[www.negotiationinsight.net](http://www.negotiationinsight.net)

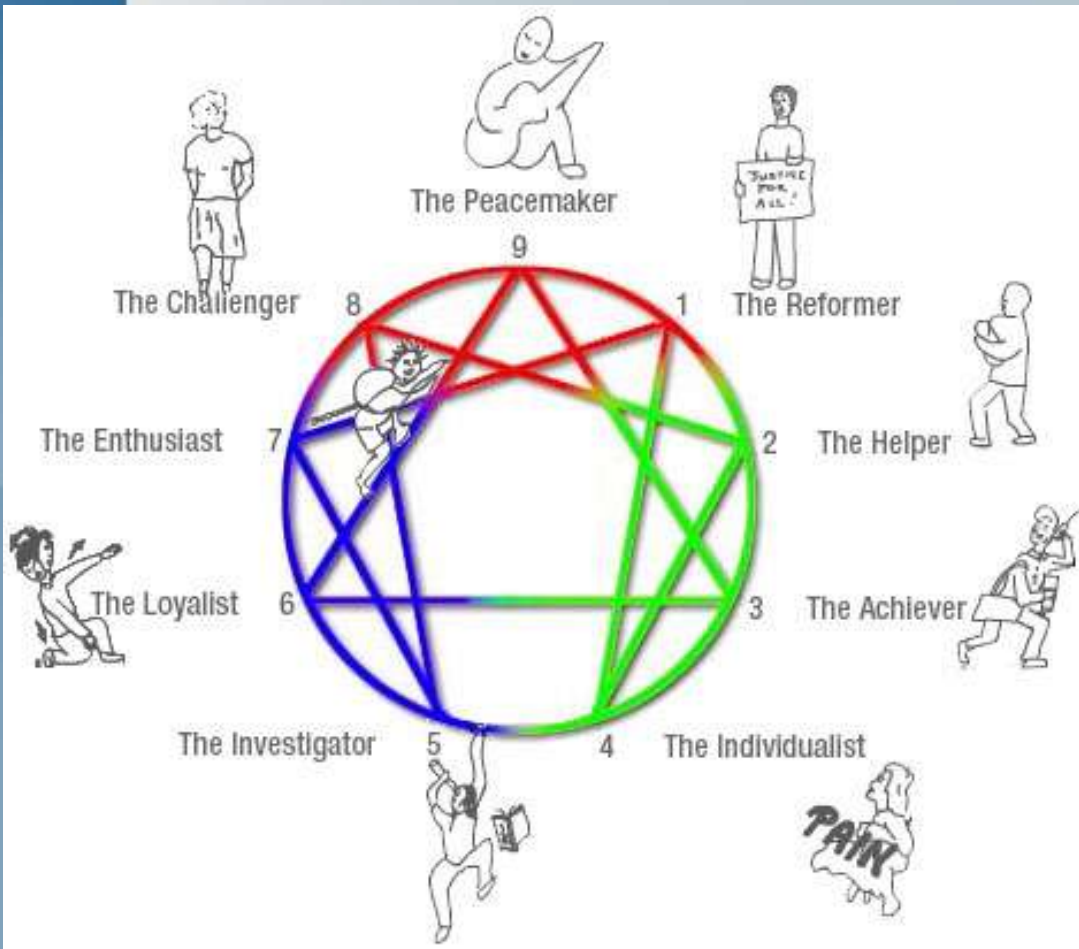


## For Negotiators:

- a) Find your centre
- b) See the other first
- c) Use all your wisdom
  - ✓ Intellectual
  - ✓ Emotional
  - ✓ Physical
  - ✓ spiritual

# Enneagram

[www.enneagramcan.net](http://www.enneagramcan.net)



## For Negotiators:

Insights into;

- How I am in relationship.
- Where I go under stress.
- How I am in conflict.
- How I recognize you and be with you to at our best.
- Team and organizational leadership.

# Enneagram Harmonic Groups

## ***The Positive Outlook Group:***

***Deny that they have any problems***

- 9 What problem? I don't think there is a problem...
- 2 You have the problem. I am here to help you...
- 7 There may be a problem, but I'm fine....

## ***The Competency Group:***

***Cut off feelings and solve problems logically***

- 3 There's an efficient solution to this—we just need to get to work.
- 1 I am sure that we can solve this like sensible, mature adults.
- 5 There are a number of hidden issues here: let me think about this....

## ***The Emotional Realness (Intensity) Group:***

***React strongly and need response from others***

- 6 I feel really pressured, and I've got to let off some steam!
- 4 I feel really hurt, and I need to express myself...
- 8 I'm angry about this and you're going to hear about it!

# Savage Negotiation Project

## Book and Video

- What are the qualities of a master negotiator?
- How do you truly “see” the ones you are negotiating with?
- What shuts you down?
- Tell me a Negotiation Story



## Qualities of a Master Negotiator Documentary

Gathering interviews of great negotiators around the world.



Negotiate like Jazz musicians.  
Move in the moment. Not in pressing your position.

[www.savagemanage.com](http://www.savagemanage.com)

**Will you be the Wynton  
Marsalis of negotiations today?**



# Qualities of a Master Negotiator



Clarity, creativity, courage, connection, ...

- Great negotiators hold certain qualities.
  - There are many qualities.
- What are three qualities as a negotiator you choose today to create your future to greater significance, health, awareness and ease?

**What are some for you?**

# Negotiation Skills

- ❖ Move from reactivity to co-creativity.
- ❖ Notice what is here now.
- ❖ Find ways to understand the other.
- ❖ Let your negotiations be JAZZ music.
- ❖ Negotiate from your centre/ values/ instincts.
- ❖ Find standards and best practices.
- ❖ Hold one another and yourself accountable.
- ❖ Make it sustainable and significant.

# Negotiation Mastery Circles



We commit to:

- ✓ explore the latest and most innovative negotiation techniques,
- ✓ improve personal awareness and presence in negotiations,
- ✓ share “real world” experiences and build on what others in our circle have learned and experienced.
- ✓ Small group learning together over 6 months.

# What If Negotiations Are...



# Call To Action

What do you commit to do to;

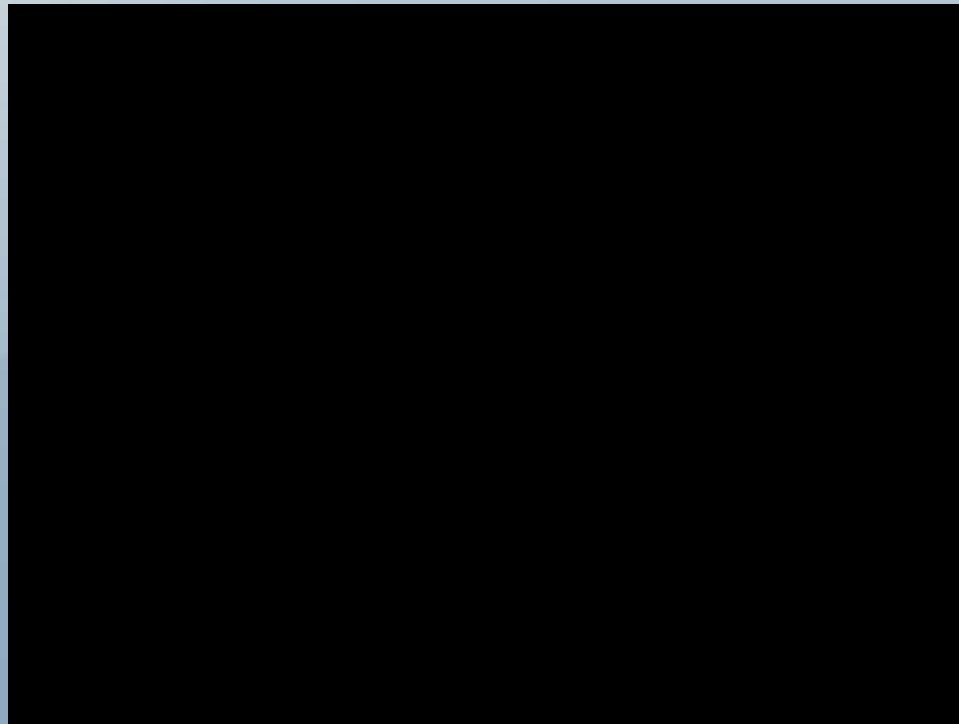
- ☀ affirm your centre, values and vision,
- ☀ find and hold your ground,
- ☀ transform how you are in this world, and
- ☀ make **your** world, organization and community better because you are here!



**This is our time, our world and our selves need us.**

- We have accomplished so much.
- And our challenges are greater than ever.
- We must bring our whole selves to our whole lives.
- We must create a new future for our community, our energy industry, our nation and our planet.
- Negotiate from this place.
- From your **CENTER!**

Resiliency, Presence and Exploration for the Negotiator  
Negotiate so that no deal is the same.  
A gift from 4 musicians. Negotiate from your inner sun.



Thank you!  
Connect with us @ [www.savagemanage.com](http://www.savagemanage.com)