

## Revised (More Transparent)

### Purpose

You will participate in a negotiation in which you have a stake in the final outcome. In preparation for the outcome, you will assume a role, define the issue(s) being discussed, and decide what outcome you hope to achieve. During the negotiation, you will practice leveraging the strengths of your negotiation style, active listening skills, and staying focused on the objective of the negotiation. Keep in mind that being an effective negotiator will benefit you in your personal and professional life. For example, you may negotiate a curfew with your teenage son or help two supervisees divide work responsibilities on a project each wants full control of.

### Task

Recently you, and your brother(s) and sister(s), residents of Fort Worth, inherited the estate of an aunt who also lived in the city. All of you loved your aunt, but because of varying career and family obligations, you did not spend equal amounts of time with your aunt.

Your aunt's Last Will & Testament requires that you and your siblings divide the assets among yourselves in any way you wish, provided that you all agree to the final distribution and that the division of assets be agreed upon within 30 days of her death.

You have been putting the process off because you sense a divisive fight brewing. However, if you fail to provide your aunt's attorney with a written agreement within the 30 days, all of the assets will be liquidated and donated to KERA.

The estate consists of the following:

- About \$320,000 in cash and CDs
- A 2014 Lexus LS 460 Sedan
- Two houses valued at \$360,000 and \$525,000
- All of the furnishings of both houses
- An art collection valued at \$250,000
- Season tickets to the Texas Rangers (behind the home dugout)
- A large box containing many family photos and slides

You and your siblings will meet in seven days to negotiate a settlement of the estate. Because you each lead such busy lives, you can only find a one-hour block of time in which to complete the negotiation.

### Prepare for the Negotiation

Connect with your siblings to schedule the time and place of the negotiation. The deadline is XYZ. Prior to the negotiation, you should also come to an agreement on ground rules; however, you may not begin negotiations before the agreed upon start time.

Answer the following questions and submit your responses, which may consist of bulleted text, through Blackboard before the start of your assigned negotiation time. Note that these questions reflect the steps required to prepare for a negotiation. Avoid waiting until the day of the negotiation to complete the questions, as you will need to do some independent research and strategizing.

1. Is this a single-issue or multiple-issue negotiation? Identify the issue(s), as well as an appropriate negotiation strategy (refer to your class notes and textbook, if necessary).
2. Identify all tangible and intangible issues that will be of interest to all parties. List the issues in order of priority, from most to least important. Include throwaway issues.
3. Review the descriptions of each sibling carefully. What will your initial offer be, and why? Do you intend to influence the tone of the negotiation with your initial offer?
4. What possible outcome(s) might be acceptable to you?
5. What posturing do you expect from your siblings? How do you plan to handle any antagonism that occurs?

### During the Negotiation

1. Stay in character.
2. You may want to take notes during the negotiation.

### After the Negotiation

1. Complete the Negotiation Log. Document your initial offer, any compromises you made, and the final result of the negotiation.
2. Write a 1-2 page reflection paper in which you address the following questions:
  - a. Was your chosen negotiation strategy appropriate? Was the negotiation successful?
  - b. What went well? Why? What went poorly? Why?
  - c. If you were to redo the negotiation tomorrow, would you change your strategy, initial offer, or other tactics? Explain.
  - d. What skills do you need to strengthen to improve your performance as a negotiator? How can you practice those skills in class or beyond?

### Criteria

At the completion of the assignment, you will have turned in the following:

1. Negotiation Preparation Worksheet (10 pts)
  - a. Evaluated on completeness and thoughtfulness of the responses
2. Negotiation Log (10 pts)
  - a. Evaluated on completeness and accuracy
3. Reflection Paper (45 pts)
  - a. Evaluated according to the attached rubric

*Note that each sibling will earn 20-35 points based on the outcome of the negotiation. Details about the distribution of points are included in the Sibling Profile document.*

The completed assignment is worth 100 points.