

Report of Women's Negotiation Boot Camp December 3-4, 2015 at Los Angeles, CA by Pepperdine University School of Law, Straus Institute for Dispute Resolution

On December 3-4, 2015, I attended the Women's Negotiation Boot Camp at Los Angeles, CA by Pepperdine University School of Law, Straus Institute for Dispute Resolution. The goal appeared to work with women to increase their confidence in negotiation for themselves and for others. Indeed, I was surprised by how many women who attended were lawyers, police and fire personnel who you would think would be highly confident in their abilities to negotiate for themselves and others. However, from the way these highly successful women talked, even their confidence needed bolstering in regards to the process of negotiation. There was even a retired judge who found this training necessary as negotiation is a skill that leaders use every day.

On the first day, the presenters presented a didactic lesson about the problems women encounter when negotiating for themselves and the skills women could use in the negotiation process. The day ended with each person practicing negotiating for a salary for themselves. I thought it was interesting that there was a discussion at the end that women must band together to ensure that pay for women are equitable. On the second day, the focus was on training on negotiating for others. The presenters noted that women are already better at this and just needed to build up their confidence to ensure that they use skills they already know in negotiating for others.

In terms of an evaluation of the program, I thought it was useful in that it raised my awareness that I already have the skills and that I just needed to have the confidence to use my skills in the process of negotiation. Indeed, the skills of negotiation are used in everyday life with family, friends and colleagues already since negotiation is really about having conversations and relationship building. These skills are also used often by leaders especially the transformational leader who uses conversation and relationship building to affect change and quality/process improvement. I found this training useful for my current position as I will need to negotiate for my library with not only the vendors, but also colleagues working in collection development in my library and in other departments. In the end, the skills I had practice at the training, I hope to use as a leader from any position in the library.