



CASE

FLORA STONE MATHER CENTER FOR WOMEN



FACULTY NETWORKING & DEVELOPMENT WORKSHOP

Deborah M. Kolb, PhD

Deloitte Ellen Gabriel Professor for Women & Leadership at the Simmons School of Management

**Friday, November 11, 2005
1914 Lounge, Thwing Center**

12:30 p.m. - lunch provided • 12:45 - 2:00 pm - Workshop

Registration required: Call 368-0985

Negotiation in the Academy: A Workshop for Women Faculty

Negotiation is a critical skill in the university—it is one of the ways the system works. When a woman fails to negotiate for what she needs to be successful, the potential for the accumulation of disadvantage magnifies.

To be successful in these negotiations requires clarity about what can be negotiated. As we bargain over issues, a parallel discussion – or shadow negotiation – is taking place simultaneously. The shadow negotiation is where relationships, perceptions of power and control, and hidden agendas are most likely to surface.

Working from case examples drawn from academia, Deborah Kolb will help participants develop practical skills for managing the shadow negotiation in ways that promote their interests and those of the university. These ideas are based on her best selling books.

Deborah M. Kolb is the Deloitte Ellen Gabriel Professor for Women and Leadership at the Simmons School of Management. From 1991 through 1994, she was executive director of the Program on Negotiation at Harvard Law School.

She is currently a senior fellow at the program, where she co-directs the Negotiations in the Workplace Project. She is also a partner in the firm Negotiating Women Inc.

Kolb is co-author of *Her Place at the Table: A Woman's Guide to Negotiating: Five Key Challenges to Leadership Success* (Jossey-Bass/John Wiley, 2004) and of *The Shadow Negotiation: How Women Can Master the Hidden Agendas That Determine Bargaining Success* (Simon & Schuster, 2000). That book was named by Harvard Business Review as one of the top ten business books of 2000 and has been published in paperback under the title, *Everyday Negotiation: Navigating the Hidden Agendas of Bargaining*.

She received her Ph.D. from MIT's Sloan School of Management, where her dissertation won the Zannetos Prize for outstanding doctoral scholarship.



SPONSORED BY THE FLORA STONE MATHER CENTER FOR WOMEN AND ACES