

NEW!

NEGOTIATION AND LEADERSHIP

DEALING WITH DIFFICULT PEOPLE AND PROBLEMS

PROGRAM ON NEGOTIATION
HARVARD LAW SCHOOL
EXECUTIVE EDUCATION



IN-DEPTH, ONE-DAY SESSION: JUNE 19, 2014 | CAMBRIDGE, MA

WOMEN AND CAREER NEGOTIATIONS

Negotiation is an essential process for gaining resources and opportunities for career advancement, regardless of gender. Through negotiation, you can enhance your recognition and rewards, seize opportunities to expand your authority, overcome barriers, and make your work more personally meaningful. In this dynamic session, Professor Bowles examines gender and negotiation by focusing on three key issues: 1) opportunity: women sometimes have fewer opportunities than men 2) ambiguity: uncertainty can heighten the potential for gender effects, and 3) work and family: gender in job negotiations is a two-level game.

This highly focused program, offered for the very first time, is designed to help women develop individual strategies for improving both their negotiation and social outcomes in career negotiations. It will also focus on ways that leaders, both male and female, can better advise female colleagues in their career negotiations, and help address their own organizational barriers to women's career negotiations. You will also gain strategies for:

- Self-advocating for career rewards and opportunities
- Evening the playing field of opportunity for men and women to negotiate for career advancement
- Reducing the potential for gender differences in negotiated outcomes in career rewards or opportunities
- Creating more work and family win-wins

You will have an opportunity to focus on your self-defined negotiation challenges at either an individual career or organizational level. The day will feature the latest research findings on gender in negotiations, video-based case examples, small group and structured peer-to-peer problem solving exercises, and interactive discussions.

You will walk away with:

- An increased awareness of the influence of gender stereotypes on negotiations
- Strategies for dealing with gender imbalances at an individual and organizational level
- An improved ability to mitigate the social costs associated with negotiation
- A portfolio of effective at-the-table and away-from-the-table negotiation tactics
- Research-based workbooks that can be used to prepare for future career negotiations

Led by:



Hannah Riley Bowles, Senior Lecturer, Center for Public Leadership; Research Director, Women and Public Policy Program, Harvard Kennedy School

Hannah Riley Bowles conducts research on gender in negotiation and the attainment of leadership positions. She has developed numerous cases on leadership in crisis and the management of complex multi-party conflicts. Her research appears in academic publications, such as the *Academy of Management Journal*, *Journal of Personality and Social Psychology*, *Organizational Behavior and Human Decision Processes*,

Psychological Science, and *Journal of Behavioral Decision Making*. Bowles teaches leadership and negotiation in numerous executive programs. She is the faculty director of Women & Power, the Kennedy School's executive program for women leaders from the public, private and non-profit sectors. She won the Kennedy School's 2003 Manuel Carballo Award for Excellence in Teaching. Earlier in her career, she was a research associate at the Conflict Management Group and Harvard Business School.

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Bowles has also served as a technical advisor to the Minister of Natural Resources, Energy & Mines of Costa Rica and has been a fellow at the Argentinean National Institute of Public Administration, the West German Parliament, and Oxford University's Forestry Institute. She has a DBA from the Harvard Business School, an MPP from the Kennedy School, and a BA from Smith College.

Women and Career Negotiations follows PON's flagship program, **Negotiation and Leadership: Dealing with Difficult People and Problems**, which takes place June 16–18, 2014 at the Charles Hotel in Cambridge, MA. Participants who register for all four days receive a \$750 discount off their registration fees.