

NEGOTIATE TO WIN

Common Ground's Coaching and Consulting Services

*Dissolving the obstacles between how you negotiate now
...and how you want to negotiate.*

COACHING SERVICES

Common Ground coaching services can be integrated with your in-house **NEGOTIATE TO WIN** Workshops or provided independently. With our coaching services, you'll have a personal trainer for your negotiating skills. Working with a Common Ground negotiating coach is one of the best ways to dramatically transform your professional and personal negotiating skills.

Common Ground offers a variety of personalized coaching relationships to suit your needs. Coaching services are limited to individuals and small groups, and can be conducted face-to-face, online, or by telephone. Most of our coaching is done through pre-scheduled appointments, for minimal impact on your busy schedule. Your coach will be as visible or invisible as you like.

Our coaching relationship usually begins with an extensive intake session where a list of objective and specific goals is defined. Then we work to that list – and we absolutely guarantee our work. In most cases a coaching session is held weekly thereafter to ensure that you are making appropriate progress toward your goals. In between weekly sessions you stay in close touch with your coach via e-mail or telephone to work through current challenges and opportunities. Arrangements can be made for more frequent, less frequent, shorter, or longer sessions. You design the coaching relationship.

What can Common Ground coaching do for you?

- Radically improve your and your colleagues' negotiating skills.
- Provide an in-depth and realistic assessment of negotiating strengths and weaknesses, and a personal development plan.
- Identify the gap between your current negotiation capability and where you want to be, and then coach you across that gap.
- Determine what keeps you from negotiating effectively, and help you dissolve those obstacles.
- Personally collaborate with you on a regular basis to confirm your progress toward your goals.

Your investment in Common Ground negotiating coaching will produce life-long benefits for you and your organization.

CONSULTING SERVICES

For specific, practical solutions to your negotiating challenges, Common Ground consulting services can be integrated with your in-house **NEGOTIATE TO WIN** Workshops, or provided independently.

Common Ground's negotiating experts consult with organizations, groups, and individuals worldwide to develop targeted, practical solutions to today's complex negotiating challenges. Our consulting client base includes hundreds of large and small, public and private, national and international, for-profit and non-profit organizations. Our skilled professionals use an interest-based approach to identify and merge the true interests and motivations of the parties, helping you avoid more traditional – more adversarial – methods of resolution. Our experience allows us to quickly illuminate key leverage points for maximum results. The result is fresh, strategic, creative, and accurate answers to our clients' negotiating issues.

Common Ground's expertise can help you settle and prevent disputes and conflicts. Our experienced professionals can guide you through even the most difficult situations to reach exceptional outcomes. We can assist in negotiation, mediation, consensus building, and arbitration; we can present targeted training (including "opposing party workshops" where all parties participate) in negotiation, conflict resolution, and grievance management; we can help mediate issues within and between groups, units and locations; we can assist with mergers and other transitions; we can help build more productive relationships between unions and management; we can facilitate negotiation, conflict resolution, and settlement meetings; and we can help prepare agreements that reflect the interests and needs of all parties.

We work respectfully and in partnership with our clients, collaboratively developing strategies to most effectively and directly facilitate desired outcomes. We share skills, tools, and perspectives that have an immediate and powerful impact. Our consulting services can be rendered on an hourly, daily, weekly, monthly, or fixed fee basis, depending on the nature and scope of the project, and are strictly confidential.

Fees for Common Ground's coaching and consulting services range from \$250 to \$800 per hour, depending on the coach or consultant selected, the format (face-to-face, video conference, audio conference, telephone, or email), the number of sessions, the duration of sessions, the frequency of sessions, and the number of participants. Hourly, daily, weekly, quarterly, and annual packages are available.

FEES

CONTACT US

Common Ground Seminars

8300 Greensboro Drive, Suite 800
McLean, VA 22102
Tel: 1-703-287-8752
Fax: 1-703-783-0083
www.commmongroundseminars.com
www.jimthomas.info
www.negotiatetowin.com



Jim Thomas

Tel: 1-703-287-8753, 1-703-795-3578
jthomas@negotiatetowin.com