The Art of Salary Negotiations (and Reviews)

April 15, 2019

Presented By Ellis Chase
The Art of Salary Negotiations

Agenda

- The Negotiating Mindset
- Avoiding the Subject (and dealing with the new law)
- Deferring the Real Negotiation
- Face-to-Face Negotiation - prioritizing
- Salary Review
The Negotiating Mindset

GREED IS GOOD

Cornell/SC Johnson Graduate School of Management
The Negotiating Mindset

But seriously...

You’ve Earned It
The Negotiating Mindset

• Sunshine
• Light
• Success
Avoid the Subject
Avoid the Subject

Too Low
Avoid the Subject

Too High
Avoid the Subject

Just Right
Avoid the Subject

HOW?

(and what effect will the new law have?)
Defer the Real Negotiation
Defer the Real Negotiation

Too Low
Defer the Real Negotiation

Just Right
Defer the Negotiation

Lottery

Your numbers are: 4, 8, 15, 16, 23
Face to Face Negotiation Strategy

Creating the Win-Win
From: Kanye West  
To: Donald Trump  
Subject: Salary Question  
Date: March 23, 2019; 4:13 P.M.

Dear Mr. President:

I’m very excited to receive the offer. It’s a bit low, according to what I’ve learned from my market. What can we do to get it up to what’s more appropriate for my experience and skills?

Looking forward to making this work!

Best regards,

Kanye
From: Jared Kushner.
To: Donald Trump
Subject: Salary Question
Date: March 23, 2016; 4:13 P.M.

Dear Dad,

I’m very excited to receive the offer. It’s a bit low, according to what I’ve learned from my market. What can we do to get it up to what’s more appropriate for my experience and skills?

Looking forward to making this work!

Best regards,

Jared
Face to Face Negotiation Strategy

Vocabulary List

- CLARIFY
- WE
Face to Face Negotiation Strategy

Prepare List:

1. EASY QUESTION
2. ANOTHER EASY ONE
3. MAJOR ISSUE
4. EASY
5. SECOND TOUGHEST ISSUE
6. EASY
7. TOUGH
8. EASY
9. TOUGH
Face to Face Negotiation Strategy
Salary Reviews

But seriously...

You’ve Earned It
Salary Reviews

Sunshine, Light, and Success
Salary Reviews

Be Prepared with Several CARS:

• **Context**

• **Action**

• **Result**
Key Takeaways

• The Negotiating Mindset
• Avoiding the Subject
• Deferring the Real Negotiation
• Face-to-Face Negotiation
• Salary Reviews
Salary Information

https://www.ellischase.com/salaries
Q&A / Additional Resources

Blackstone Launchpad
A campus based entrepreneurship program, designed to support and mentor alumni.

Beyond B-School
Tools to make your career planning and job search more successful.

Jobtreks
Keep your job search organized in one place.

The Johnson Management Library
Access online business databases and personalized career research consultations.

Cornell Entrepreneur Network
Cornell’s alumni business network, producing top-shelf events on both coasts that feature world-class alumni speakers and unique opportunities to meet potential business contacts.

Executive Grapevine
Access, a database of 8,000 executive search firms worldwide.

Vault
Access Award-winning Career Guides, Rankings and Reviews of Top Companies and Schools.

Career Shift
Research companies, get contact names and information, find and store job postings and manage your personal marketing campaign.

iRelaunch
Innovative resources, products and services for professionals seeking to return to work after a hiatus.

Glassdoor
Inside advice on company culture and salary information for over 280,000 companies.
Coming Attractions/ One More Webinar!

- Career Transition in the Next Phase of Your Career: The 30,000-Foot View
  Thursday, April 18, 8-9 pm ET