

**Take it or Leave it:**

**Effective Relationship-  
Building and  
Negotiation Strategies**



TX BPA  
State  
Leadership  
Academy  
Information

# FUN DAY

## Finding Commonalities

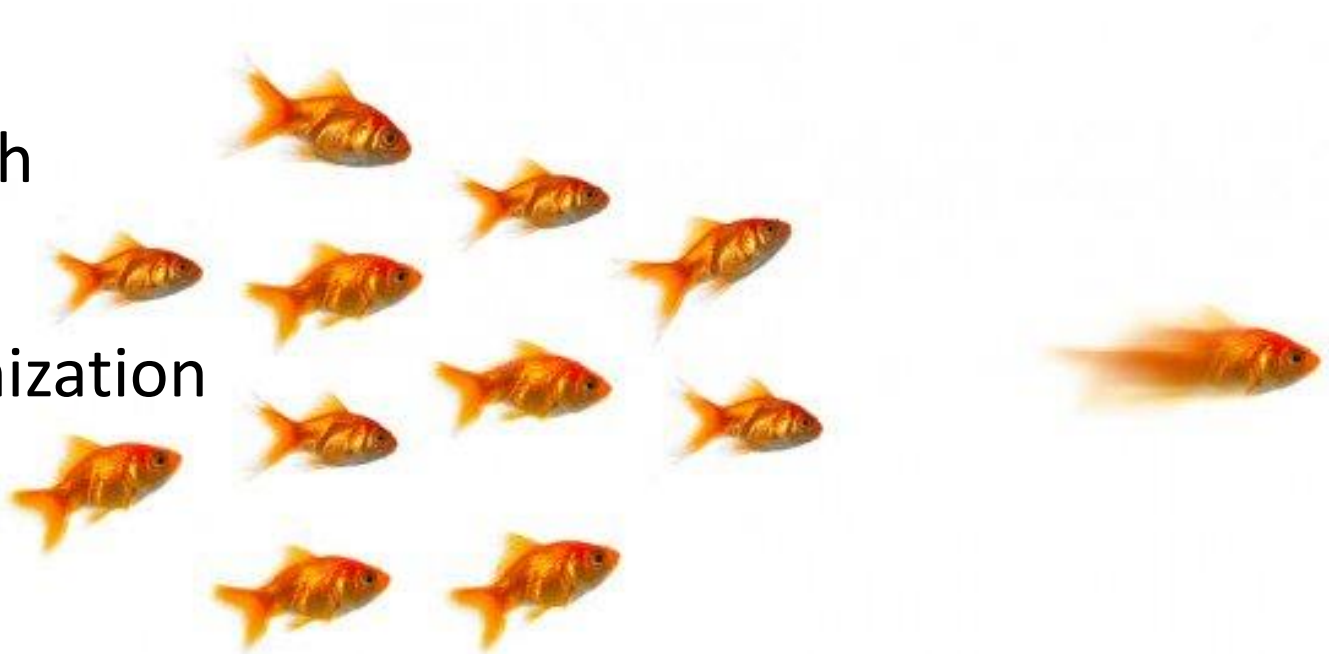


- You can't use:
  - Body parts
  - Clothing
  - Anything to do with school
  - Anything obvious
    - All wearing a name tag
    - All part of BPA
    - We're all in Texas
    - Etc...



# How Leaders and Managers Are Different

- Attitude towards goals
- Problem-solving approach
- Communication style
- Relationship to the organization
- Sense of self-worth



**LEADERS**

**VS.**

**MANAGERS**

## Managers

## Leaders

Goals arise out of necessity rather than desires.

Goals arise out of desires.

“Upholds” the organization.

Solve problems and incite others to do the same.

Belongs to the organization.

Never belongs to the organization in the sense that the organization cannot “own” him/her.

Negotiates and bargains using rewards and punishments.

Incites creative problem-solving in others.

Continually needs to coordinate and balance opposing views.

Human relationships often appear turbulent and intense.

Uses “signals” instead of messages.

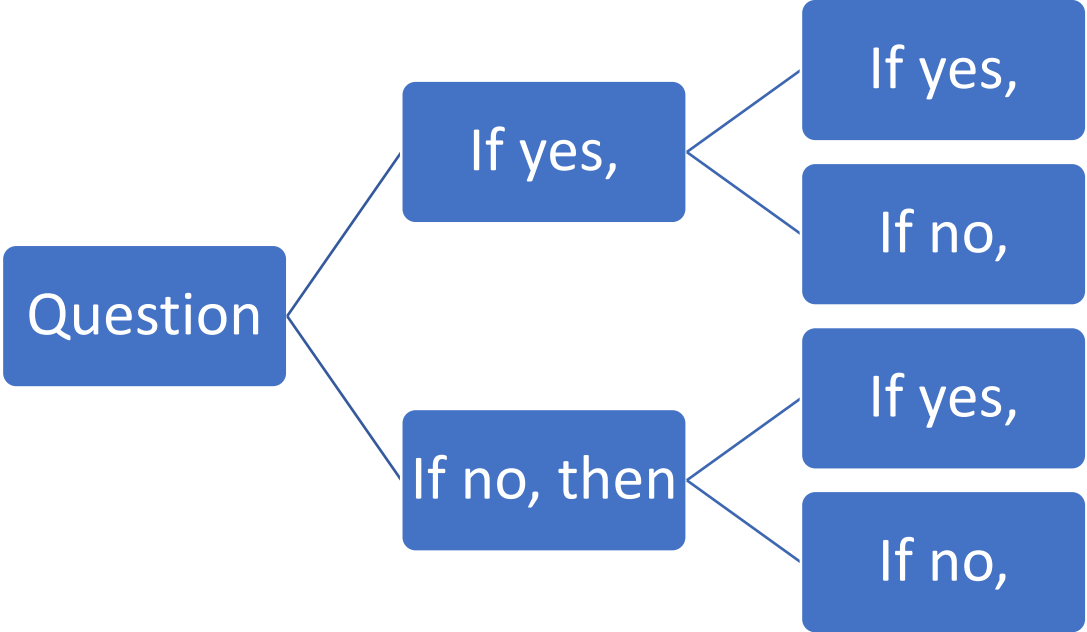
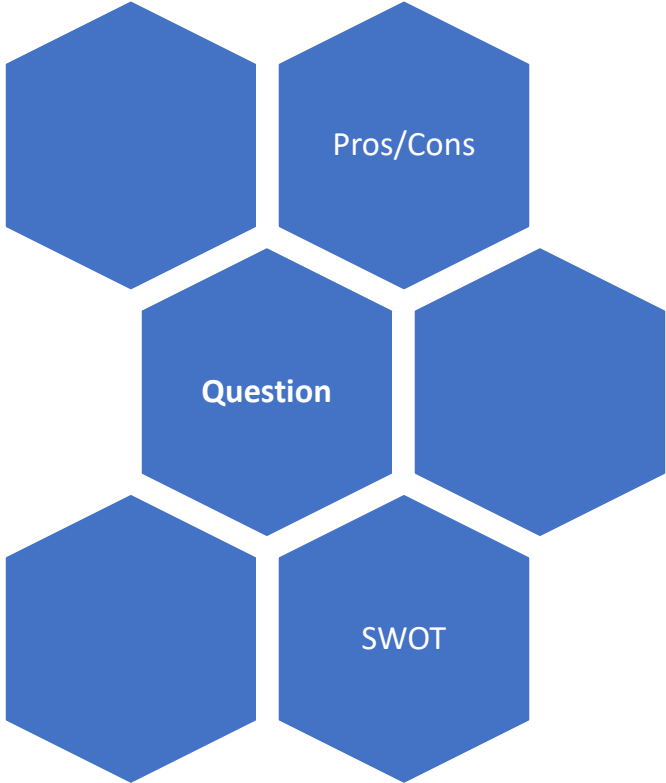
Uses messages instead of “signals.”

Separates from the environment to support and perpetuate.

Breaks the status quo of the organization.

# The Connection - Thoughts

*More Holistic*



*More Process-Oriented*

# Case Study

Juan has an important meeting coming up to discuss the organization with the local Chamber of Commerce President. He needs sponsorship (\$\$\$) and volunteers for a community project.

- 1) What is his approach?
- 2) How does he prepare for the meeting?
- 3) How can he build the relationship?
- 4) What negotiating tools can he use?



# **“Tribal” Storytelling**

We need three volunteers to come to the front of the room and tell the story of how you became involved with BPA!

# Which of the following people best demonstrate the skill of *relationship-building*:

- Ryan attends as many organization meetings as possible. During each meeting his goal is to meet everyone at the meeting.
- Clara goes to every organization meeting. After each meeting, she makes a point to visit with everyone she knows to catch-up.
- Sarah doesn't get to attend many organization meetings because of work, but when she attends meetings, she finds the people she doesn't know and tries to learn two things about each person.
- Brian attends as many organization meetings as possible. He gets there early so he can mingle with the officers of the organization. His goal is to become an organization officer next year.

# Which of the following people best demonstrate the skill of a *problem-solver*:

- Paul recognizes a problem in the organization and quickly searches for answers. He asks the leader from last year of their suggestions to fix the current challenges.
- Jennifer notices a problem in the organization's budget. She springs into action and shows the issue to their Advisor. The Advisor recommends a plan of action.
- George is told of a problem in the organization. He steps in to understand the existing scenario and implements a solution that works for everyone.
- Sandra notices an organizational problem and identifies and evaluates the problem, designs possible solutions, implements the solution, and reevaluates the outcome.



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