

Negotiation 101: The Foundation

Corporate Talk

Most of us think that salary negotiation starts in the conversation where we name the dollar figure we want to be paid. It feels like success (or failure!) hinges on getting the wording right in that one conversation, and the things we do or don't say will make or break our negotiation. Talk about a recipe for stress!

The good news is that effective negotiation actually starts much earlier and involves a progressive approach to building the case for the salary you want. Great salary negotiation involves building a value-focused approach over time. It doesn't have to all come down to a single, high-stress moment!

Talk Outline

This talk helps employees learn how to leverage the value they bring to the organization -- their skills and achievements -- to lay the foundation for a successful salary negotiation. We'll cover:

- Understanding and pinpointing your value as an employee
- Discovering your boss' needs, pain points, and hidden opportunities
- Crafting your conversation to help you get to that 'yes' you want
- A key mindset shift that will help you ask for more (and get it!)

The goal of this talk is to give attendees a framework to conduct a value-based negotiation with their employer about their compensation package.

About The Speaker



Holly Burton
Leadership Coach for Women in Male-Dominated Industries

Holly is speaker, facilitator, consultant, and coach with expertise in leadership, career development, feminist theory, and the unique mix of issues that make it challenging for women to succeed in STEM fields.

Holly spent the first ten years of her career as a mining engineer in an industry that is only 17% female. She now coaches ambitious women that want to advance their careers and works with companies to develop programs to retain female talent.

Holly speaks regularly at organizations including EA Games, DevOps Days Vancouver, Women in Mining BC, Disrupt HR, The BC Women in Energy Network, UBC Masters of Public Policy & Global Affairs, Women in Tech Week, The Society for Canadian Women in Science and Technology (SCWIST), The Women in Leadership Foundation, and her own Women in Male-Dominated Industries Speaker Series.

Holly can be found online at her [website](#), or via her meetup, [Women in Male-Dominated Industries](#).

The Details

Length: 1 Hour
Format: Lecture-style talk (with Q&A)