

WABTY.com - Salary Negotiation Case (A): Confidential Instructions for Larry Dover



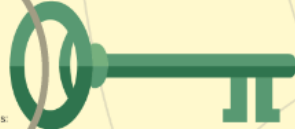
Why Negotiate Anyway?

Raises and benefits (employer retirement plan contributors, etc.) are directly tied to your starting salary by on a percentage base.

Start with \$45,000 or with \$50,000

- 5% of your salary for retirement is
- 2% raise is:

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\$45,000 vs. \$50,000
After 10 years:
\$47,250 vs. \$52,500
After 2 years: \$49,500 vs. \$54,750
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After 10 years:
\$47,250



Know What You Need

You need to be able to back your demand salary

What are your needs for?

- Home
- Education
- Retirement
- Health
- Life Insurance
- Disability
- Unemployment
- Car
- Travel
- Entertainment
- Food
- Clothing
- Personal Care
- Miscellaneous

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Researching Your Offer

From the employer's perspective:

- Salary
- Benefits
- Location
- Hours
- Flexibility
- Growth
- Stability
- Security
- Reputation
- Culture
- Mission
- Values
- Vision
- Strategy
- Structure
- Processes
- Systems
- Tools
- Technology
- Infrastructure
- Logistics
- Operations
- Management
- Leadership
- Team
- Roles
- Responsibilities
- Performance
- Metrics
- KPIs
- Goals
- Objectives
- Outcomes
- Results
- Impact
- Contribution
- Value
- ROI
- Profitability
- Growth
- Innovation
- Creativity
- Problem Solving
- Decision Making
- Communication
- Collaboration
- Conflict Resolution
- Negotiation
- Persuasion
- Influence
- Authority
- Credibility
- Trust
- Respect
- Empathy
- Understanding
- Compassion
- Kindness
- Generosity
- Gratitude
- Positivity
- Optimism
- Hope
- Faith
- Love
- Joy
- Peace
- Harmony
- Balance
- Well-being
- Happiness
- Satisfaction
- Fulfillment
- Purpose
- Meaning
- Significance
- Legacy
- Impact
- Contribution
- Service
- Leadership
- Mentorship
- Coaching
- Training
- Development
- Growth
- Learning
- Improvement
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- Creativity
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- Meaning
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- Legacy
- Impact
- Contribution
- Service
- Leadership
- Mentorship
- Coaching
- Training
- Development
- Growth
- Learning
- Improvement

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Negotiation Strategies

- When: Once there is an offer made (deflect until then)
- How to Respond: Your decision - consider your research, needs, and context
- Practice



What do you expect?

SALARY & Benefits

Salary: \$45,000 vs. \$50,000

Benefits: Health, Life, Disability, 401k, PTO, etc.

AND MORE

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\$45,000 vs. \$50,000

After 10 years: \$67,500 vs. \$75,000

After 20 years: \$101,250 vs. \$112,500

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After 10 years: \$67,500



Know What You Need

You need to be able to back your demands with research. What are your needs for?

- Salary
- Benefits
- Flexibility
- Location
- Title
- Growth
- Training
- Work-life balance
- Job security
- Company culture
- Career development
- Work environment
- Management style
- Industry trends
- Market conditions
- Company performance
- Employee satisfaction
- Industry competition
- Economic outlook
- Technological advancements
- Regulatory changes
- Globalization
- Sustainability
- Innovation
- Customer needs
- Supply chain
- Labor market
- Industry consolidation
- Mergers and acquisitions
- Disruptive innovation
- Digital transformation
- Artificial intelligence
- Automation
- Cloud computing
- Big data
- Analytics
- Cybersecurity
- Blockchain
- Virtual reality
- Augmented reality
- Internet of Things
- Smart cities
- Smart homes
- Smart cars
- Smart grids
- Smart infrastructure
- Smart manufacturing
- Smart agriculture
- Smart energy
- Smart transportation
- Smart healthcare
- Smart education
- Smart government
- Smart cities and infrastructure
- Smart manufacturing and industry
- Smart agriculture and food
- Smart energy and utilities
- Smart transportation and mobility
- Smart healthcare and life sciences
- Smart education and technology
- Smart government and public services
- Smart cities and urban planning
- Smart manufacturing and automation
- Smart agriculture and precision farming
- Smart energy and renewable energy
- Smart transportation and autonomous vehicles
- Smart healthcare and telemedicine
- Smart education and personalized learning
- Smart government and digital governance
- Smart cities and smart infrastructure
- Smart manufacturing and Industry 4.0
- Smart agriculture and smart farming
- Smart energy and smart grids
- Smart transportation and smart mobility
- Smart healthcare and smart medicine
- Smart education and smart learning
- Smart government and smart public services
- Smart cities and smart urban planning
- Smart manufacturing and smart production
- Smart agriculture and smart food production
- Smart energy and smart power generation
- Smart transportation and smart logistics
- Smart healthcare and smart patient care
- Smart education and smart teaching
- Smart government and smart public administration
- Smart cities and smart urban development
- Smart manufacturing and smart industry
- Smart agriculture and smart food security
- Smart energy and smart energy efficiency
- Smart transportation and smart infrastructure
- Smart healthcare and smart health systems
- Smart education and smart education technology
- Smart government and smart digital services
- Smart cities and smart urban innovation
- Smart manufacturing and smart industrial innovation
- Smart agriculture and smart agricultural innovation
- Smart energy and smart energy innovation
- Smart transportation and smart transportation innovation
- Smart healthcare and smart healthcare innovation
- Smart education and smart education innovation
- Smart government and smart government innovation
- Smart cities and smart urban innovation
- Smart manufacturing and smart industrial innovation
- Smart agriculture and smart agricultural innovation
- Smart energy and smart energy innovation
- Smart transportation and smart transportation innovation
- Smart healthcare and smart healthcare innovation
- Smart education and smart education innovation
- Smart government and smart government innovation

Researching Your Offer

From the internet:

- Glassdoor.com
- Indeed.com
- Salary.com
- Payscale.com
- TheCaseSolutions.com

Negotiation Strategies

- When: Once there is an offer made (deflect until then)
- How to Respond: Your decision - consider your research, needs, and context
- Practice



What do you want?

SALARY & Benefits

• Salary

• Benefits

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• Training

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• Smart agriculture

• Smart energy

• Smart transportation

• Smart healthcare

• Smart education

• Smart government

• Smart cities and infrastructure

• Smart manufacturing and industry

• Smart agriculture and food

• Smart energy and utilities

• Smart transportation and mobility

• Smart healthcare and life sciences

• Smart education and technology

• Smart government and public services

• Smart cities and smart urban planning

• Smart manufacturing and smart production

• Smart agriculture and smart farming

• Smart energy and smart power generation

• Smart transportation and smart logistics

• Smart healthcare and smart patient care

• Smart education and smart teaching

• Smart government and smart public administration

• Smart cities and smart urban innovation

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• Smart agriculture and smart agricultural innovation

• Smart energy and smart energy innovation

• Smart transportation and smart transportation innovation

• Smart healthcare and smart healthcare innovation

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• Smart cars

• Smart grids

• Smart infrastructure

• Smart manufacturing

• Smart agriculture

• Smart energy

• Smart transportation

• Smart healthcare

• Smart education

• Smart government

• Smart cities and infrastructure

• Smart manufacturing and industry

• Smart agriculture and food

• Smart energy and utilities

• Smart transportation and mobility

• Smart healthcare and life sciences

• Smart education and technology

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\$45,000 vs. \$50,000

Retirement \$2,250 vs. \$2500

Raise \$45,900 vs. \$51,000

After 2 years: \$1605

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Obstacles to Negotiation

- Gender norms
- Lack of information
- Pressure for an answer
- Fear of losing the offer
- _____

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Craft Your Case

What do you bring related to the job description?

To the industry or client population?

Your Skills, Qualifications,
Education, Experience -
Remind the Employer

Know What You Need

**You need a budget to know your
minimum salary**

What are your costs for:

- Housing
- Transportation
- Food
- Utilities
- Clothing
- Entertainment
- Debt repayment
- Childcare
- Insurance
- Charitable donations & gifts
- Medical expenses

paycheckcity.com

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*Know What You're
Worth*

Know Your Industry/Field

- Informational Interviews
- Salary.com - evaluate based on:
 - Title
 - Years of experience
 - Job functions
 - Skill sets
 - Knowledge base
 - Education
 - Supervision level

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Use a R

- **Begin where yo**
- If you want \$50,000 - \$55,000
- Back up your co
facts
- Use your instinct

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Use a Range

- **Begin where you want to end**
- If you want \$50,000/year, ask for \$50,000 - \$55,000
- Back up your counter-offer with facts
- Use your instincts