

BREAKING IMPASSE and more



LET'S DEFINE TERMS – WHAT IS “IMPASSE”?

- A place in the bargaining where people are stuck?
When no one will make a move?



If you wish to converse with me,
define your terms.

~ Voltaire

WHEN DOES THIS HAPPEN?



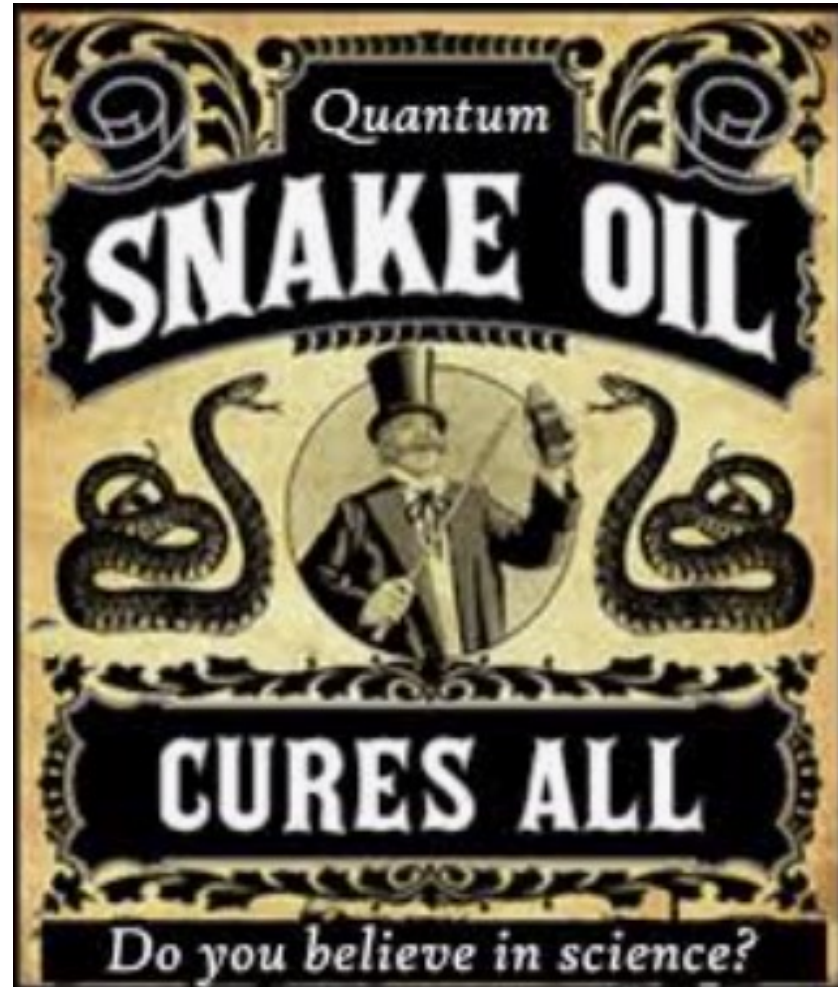
- Early? “They aren’t here in good faith...”
- Later? Usually...



IF IMPASSE IS THE DISEASE, WHAT ARE THE CURES?



- Let 'Em Stew
-
- Decision Trees and Risk Analysis
-
- Bracketing and Conditional Offers
-
- Mediator's Proposals
-
- External Decision Maker for Stuck Points
-
- Med-Arb
-
- Recap, Break and Follow-up
-
- Lots more...but...



CIRCUMSTANCES VARY DRAMATICALLY,



- and there isn't a single reason that explains all impasses.
 - If we are to break the impasse, we need to understand what caused it. Kind of like – if we are to cure the disease, we need to have a hypothesis, and it will be based on symptoms.
 - Once we have symptoms, we'll get a sense of whether this is muscular, respiratory, circulatory, etc.

BUT FOR US, THE CANDIDATE GROUPS ARE:



- Psychological Barriers
- Strategic Barriers
- Structural Barriers
- Interpersonal Barriers
- Cultural Barriers



WHAT ARE EXAMPLES OF EACH?

- Psychological – Reactive Devaluation or Confirmation Bias
- Strategic – Stonewalling and/or Threats
- Structural – Insufficient Authority or Bad Incentives
- Interpersonal – Personality Disorders or Inadequate Communication Skills
- Cultural – Generational or Identity

- Let's brainstorm or recapitulate and then discuss what the barrier to the successful resolution is and how to get there.

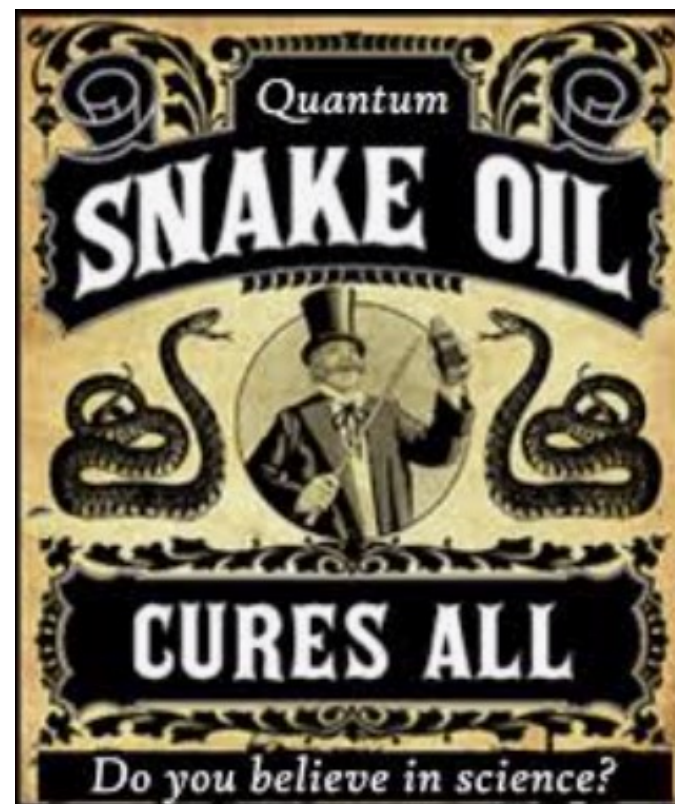


SO...WHAT'S COMING TO MIND?



LET'S REVISIT OUR EARLIER LIST OF CURES

- Let 'Em Stew
- Decision Trees and Risk Analysis
- Bracketing and Conditional Offers
- Mediator's Proposals
- External Decision Maker for Stuck Points
- Med-Arb
- Recap, Break and Follow-up
- Others?



QUESTIONS?



