

COMPONENTS OF COMMITMENT NECESSARY TO ENGAGE IN IBB

1. Accept the right of the other party to exist. Neither of you is interested in undermining their existence and ability to advocate their interests.
2. Recognition that each party have legitimate interests.
3. Agree to sincerely help the other party meet those interests. We all have a problem how are we going to solve it? We need to look at the problem together not what can I get you to give me. Conscious attempt to find areas of mutual interest. You want to help the other side get its interests met.
4. Sharing of information in a useful and accessible manner.
5. Context of negotiations changes. Need to have more complete dialogue with constituents. What do they really want? What are their interests - not what demands do they want to make?
6. Therefore, the definition of success changes. Creativity is encouraged - not the delivery of specific solutions. Do you know their interests? Did you get their interests met?
7. Economics. Be clear about the assumptions you are using to define compensation policy. Top, median comparability with whom, what and why? COL? What is the basis for your definition of affordability?
8. IBB does not imply that since we now understand each other that a blank check can be written. Agreement is not always possible. But you do have to ask the question... "how do we balance - *meeting the budget and build a better relationship?*
9. IBB asks you to approach problems with a different mindset. I.e. "Do we have a problem?"... as opposed to... "My problem is your behavior!" ... or... "You need to change to my point of view because you have few, if any, legitimate interests"... vs. ... "Are we trying to solve this *together* or *alone?*"

Another way to look at it is... "What do I have to do to get you to consider my needs/interests and help me to solve my problem?"

Power: Derives from a fear of force directed to one side to get them to take the other seriously. A threat of some type of concerted job action.

Rights: Externally imposed compliance.

Interests: You desire to help because the relationship is important. My interests are important to you - You care that my interests and needs get met. I want to understand why you see this as a problem and I want to make it better for you.