

**CORPORATE COUNSEL WOMEN OF COLOR
14TH ANNUAL CAREER STRATEGIES CONFERENCE**

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**YOU ARE WORTH IT: 10 STRATEGIES FOR
PREPARING FOR YOUR NEXT SALARY
NEGOTIATIONS**

Session 2

Panelists

- Vicki D. Blanton, AT&T, Inc.
 - Moderator
- Karrie Diaz, KL Gates LLP
- Linda Gadsby, Scholastic, Inc.
- Mona Ghude, Drinker Biddle
- Deneen Howell, Williams & Connolly
- Kathy Richardson, HR Legal Search
- Vanessa Scott, Sutherland LLP

Role Play

Scenario 1: Offer

Offer

- View it as a conversation and not a conflict
- Have the **Employer Make the first Offer** (setting the floor), and get it (and all relevant documents) in writing
- If pushed, consider making a “non-offer offer”
Suppose your research suggests that you would most likely fall into the \$70,000-\$80,000 pay range, but the next highest category seems within reach. Instead of saying I think I deserve \$80,000, consider saying “Correct me if I am wrong but I have heard that people in my position typically earn between \$80,000-\$90,000.”
- If you’re in tune with the market rate for your job, you could have an advantage in throwing out the first number.

Role Play
Scenario 2: Salary History

Salary History

- Be Prepared to Discuss/Deflect
- No obligation, legal or otherwise, to disclose
- Understand the salary history questions permitted by state law

New York	<ul style="list-style-type: none">• No employee can be required to disclose wages.• State agency employers may not request salary history until after an offer of employment is made, or, if already known, cannot be relied upon in determining salary.• Employers may not even ask about a job applicant's salary history in Albany County, Westchester County, or New York City (including employment agencies).
California	<ul style="list-style-type: none">• Employers (or agents) may not ask for salary history information (including compensation and benefits), unless such information is disclosable to the public through a public records request.• Employers may not use salary history information in determining a new hire's pay.• San Francisco - Employers may not disclose current or former employee salary history without the employee's consent (unless publicly available).

Role Play

Scenario 3: If the answer appears
to be a “No”

If the answer appears to be a “No,”

- Be sure what you have is really a “no” (vs. “not now” or being caught off guard).
- Ask what you need to do to **get to “Yes”**
 - Ask how you can gain the skills needed to take you to the next level
 - Helps them see you are an employee worth investing in
- No cost to being gracious
 - If colleagues, there is a long-term relationship at play

Role Play

Scenario 4: Marshall your Advocates

Marshall your **Advocates...**

- Lawyer (who can negotiate for you or advise behind the scenes)
- Sponsor(s)

And arm them with unabashed information about how great you are!

Role Play
Scenario 5: Negotiating Style

Identify Your **Negotiating Style**

- **Collaborating** (engaging in problem solving to reach the best possible outcome for both sides)
- **Competing** (trying to maximize one's own outcomes with little concern for others)
- **Accommodating** (putting the other party's concerns first)
- **Compromising** (trying to reach middle ground)
- **Avoiding** (dodging negotiation altogether)