



Johnson
Cornell
SC Johnson College of Business

The Art of Salary Negotiations (and Reviews)

April 15, 2019

Presented By Ellis Chase



The Art of Salary Negotiations

Agenda

- The Negotiating Mindset
- Avoiding the Subject (and dealing with the new law)
- Deferring the Real Negotiation
- Face-to-Face Negotiation- prioritizing
- Salary Review

The Negotiating Mindset



**GREED
IS
GOOD**

The Negotiating Mindset

But seriously...

You've Earned It



The Negotiating Mindset

- Sunshine
- Light
- Success



Avoid the Subject



Avoid the Subject

Too Low



Avoid the Subject

Too High



Avoid the Subject

Just Right



Avoid the Subject

HOW?

(and what effect will the new law have?)



Defer the Real Negotiation



Defer the Real Negotiation

Too Low



Defer the Real Negotiation

Just Right



Defer the Negotiation

Lottery



Face to Face Negotiation Strategy

Creating the Win-Win



Face to Face Negotiation Strategy

From: Kanye West
To: Donald Trump
Subject: Salary Question
Date: March 23, 2019; 4:13 P.M.

Dear Mr. President:

I'm very excited to receive the offer. It's a bit low, according to what I've learned from my market. What can we do to get it up to what's more appropriate for my experience and skills?

Looking forward to making this work!

Best regards,

Kanye

Face to Face Negotiation Strategy

From: Jared Kushner.
To: Donald Trump
Subject: Salary Question
Date: March 23, 2016; 4:13 P.M.

Dear Dad,

I'm very excited to receive the offer. It's a bit low, according to what I've learned from my market. What can we do to get it up to what's more appropriate for my experience and skills?

Looking forward to making this work!

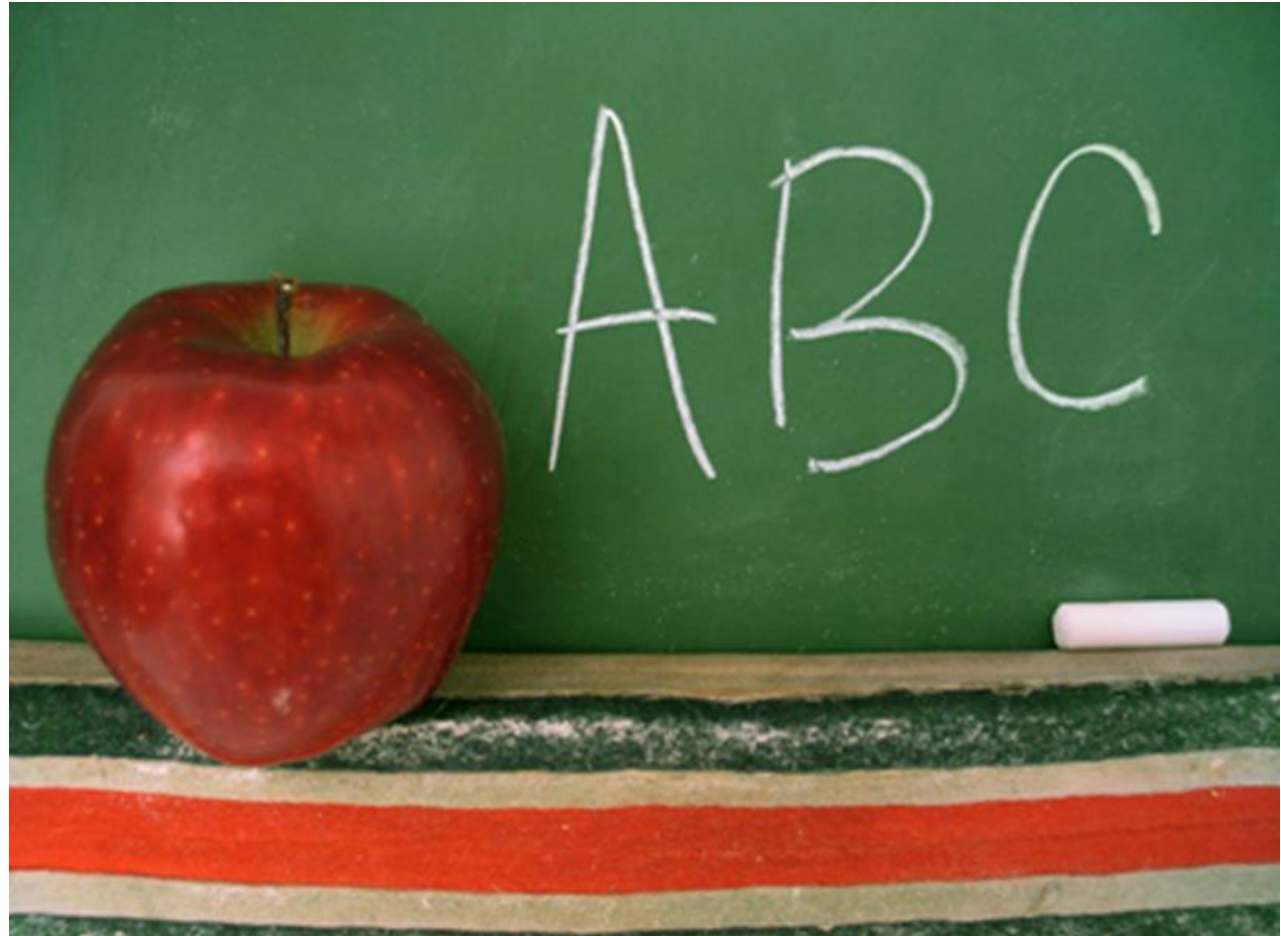
Best regards,

Jared

Face to Face Negotiation Strategy

Vocabulary List

- **CLARIFY**
- **WE**



Face to Face Negotiation Strategy

Prepare List:

1. EASY QUESTION
2. ANOTHER EASY ONE
3. MAJOR ISSUE
4. EASY
5. SECOND TOUGHEST ISSUE
6. EASY
7. TOUGH
8. EASY
9. TOUGH



Face to Face Negotiation Strategy

A word cloud featuring various negotiation topics. The words are arranged in different sizes, colors, and orientations. The most prominent word is 'SALARY' in large green letters at the top left. Other large words include 'INCENTIVES' in orange at the bottom center, 'BONUS' in grey at the center, and 'VACATION' in pink on the left. Smaller words like 'RELOCATION' (purple, diagonal), 'OPTIONS' (red), 'RESTROOM' (purple), 'KEY' (purple), 'SIGN-ON BONUS' (grey), 'REPORTING MATRIX' (red), 'START DATE' (grey), 'LAPTOP' (teal), 'SUPPORT STAFF' (orange), 'ORGANIZATIONAL STRUCTURE' (grey), 'OFFICE' (green), 'REVIEW' (grey), 'CAR' (blue), 'i-Phone' (yellow), '401K MATCH' (grey), and 'Insurance' (pink) are scattered throughout. The background is white.

SALARY
OPTIONS
RESTROOM
REVIEW
CAR
i-Phone
401K MATCH
BONUS
START DATE
LAPTOP
SUPPORT STAFF
ORGANIZATIONAL STRUCTURE
OFFICE
INCENTIVES
VACATION
Insurance
REPORTING MATRIX
SIGN-ON BONUS
KEY
RELOCATION

Salary Reviews

But seriously...

You've Earned It



Salary Reviews

Sunshine, Light, and Success



Salary Reviews

Be Prepared with Several CARS:

- **Context**
- **Action**
- **Result**



Key Takeaways



- The Negotiating Mindset
- Avoiding the Subject
- Deferring the Real Negotiation
- Face-to-Face Negotiation
- Salary Reviews

Q&A / Additional Resources

Salary Information

<https://www.ellischase.com/salaries>

Q&A / Additional Resources



[Blackstone Launchpad](#)

A campus based entrepreneurship program, designed to support and mentor alumni



[Beyond B-School](#)

Tools to make your career planning and job search more successful.



[Jobtreks](#)

Keep your job search organized in one place.



[The Johnson Management Library](#)

Access online business databases and personalized career research consultations.



[Cornell Entrepreneur Network](#)

Cornell's alumni business network, producing top-shelf events on both coasts that feature world-class alumni speakers and unique opportunities to meet potential business contacts.



[Executive Grapevine](#)

Access, a database of 8,000 executive search firms worldwide.



[Vault](#)

Access Award-winning Career Guides, Rankings and Reviews of Top Companies and Schools



[Career Shift](#)

Research companies, get contact names and information, find and store job postings and manage your personal marketing campaign



[iRelaunch](#)

Innovative resources, products and services for professionals seeking to return to work after a hiatus



[Glassdoor](#)

Inside advice on company culture and salary information for over 280,000 companies.

Coming Attractions/ One More Webinar!

- **Career Transition in the Next Phase of Your Career: The 30,000-Foot View**
Thursday, April 18, 8-9 pm ET

