



Negotiating Women, Inc.

What is Negotiating Women?

Negotiating Women, Inc. is a company of women committed to help other women recognize that performance doesn't speak for itself – success in business takes more than just delivering great results. Through live training, online courses and consulting to organizations, we provide practical advice to help women at every stage of their careers to claim their value and create conditions for success in business.

We have a dual mission:

- To provide women with the resources—conceptual frameworks as well as practical skill sets—to succeed in the workplace
- To help organizations create cultures that value and can profit from the diverse talents women bring

Our Areas Of Expertise Include:

- Negotiation
- Leadership
- Conflict Resolution
- Sales
- Sales Management
- Gender Analysis
- Working with Risk
- Alliances/ Coalitions

Our Clients Include:

- Corporations
- Non Profit Associations
- Women's Networks in Organizations
- Professional Women's Associations
- Individuals
- Government



Deborah M. Kolb, PhD

Deborah M. Kolb is the Deloitte Ellen Gabriel Professor for Women and Leadership at the Simmons School of Management and co-founder of the Center for Gender in Organizations there.

From 1991 through 1994, she was executive director of the Program on Negotiation at Harvard Law School. She is currently a senior fellow at the program, where she co-directs the Negotiations in the Workplace Project.

Kolb is co-author of *Her Place at the Table: A Woman's Guide to Negotiating Five Key Challenges to Leadership Success* (Jossey-Bass/John Wiley, 2004) and of *The Shadow Negotiation: How Women Can Master the Hidden Agendas That Determine*

Bargaining Success (Simon & Schuster, 2000). That book was named by Harvard Business Review as one of the top ten business books of 2000. It also received the "Best Book" award from the International Association of Conflict Management and has been published in paperback under the title, *Everyday Negotiation: Navigating the Hidden Agendas of Bargaining*.

She is the author of *The Mediators* (MIT Press, 1983), an in-depth study of labor mediation, and coeditor of *Hidden Conflict in Organizations: Uncovering Behind-the-Scenes Disputes* (Sage, 1992), a collection of field studies about how conflicts are handled in a variety of business and nonprofit organizations.

She has published a study of the practice of successful mediators, *Making Talk Work: Profiles of Mediators* (Jossey-Bass, 1994). She is also editor of *Negotiation Eclectics: Essays in Memory of Jeffrey Z. Rubin* (Program on Negotiation, 1999). She has authored more than seventy-five articles on the subjects of negotiation, conflict in organizations, and mediation, and is on the editorial boards of the *Negotiation Journal* and the *Journal of Conflict Resolution*.

Kolb received her Ph.D. from MIT's Sloan School of Management, where her dissertation won the Zannetos Prize for outstanding doctoral scholarship. She has a B.A. from Vassar College and an M.B.A. from the University of Colorado.

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CAROL FROHLINGER, Esq.

Carol Frohlinger is a co-author of *Her Place at the Table: A Woman's Guide to Negotiating Five Key Challenges to Leadership Success* (Jossey-Bass/John Wiley, 2004). The book examines the challenges women face when they assume leadership positions and how negotiation skills help them to meet those challenges. She is also a co-founder of Negotiating Women, Inc, which provides negotiation and leadership training for women and consulting for organizations.

For the past fifteen years, Ms. Frohlinger has worked with major companies to identify and solve performance management problems. She has conducted focus groups, managed 360° feedback surveys as well as consulting with clients on a broad variety of change management processes. As an instructional designer, Ms. Frohlinger has created, developed and delivered many successful training interventions on topics including negotiation, leadership, team building, sales, sales management, presentation skills, market planning as well as technical programs including commercial and consumer lending.

Corporate clients with whom she has consulted include American Express, Bank of America, Citigroup, Dun & Bradstreet, and T. Rowe Price. Her coaching clientele includes women executives from a variety of industries including banking, law, consulting, public accounting and pharmaceuticals.

A nationally recognized speaker and meeting facilitator, a former sales manager, commercial banker and practicing attorney, Ms. Frohlinger has been a Visiting Professor at the Simmons School of Management and holds a J.D. from Fordham University School of Law.

Ms. Frohlinger is the Co-Chair of the Where Are the Women? Project of Women On the Job, a not-for-profit advocacy group and serves on its Board. The project is focused on increasing the number of women on the boards of America's publicly held companies.

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Selected Keynotes and Workshops: *Women, Negotiation and Leadership*

Her Place at the Table – A Women’s Guide to Negotiating Five Key Challenges to Leadership Success

Are you in a leadership role? Aspire to be in one? Expect your experience, skills, and commitment to be questioned and tested. Learn practical tips on how to avoid the traps that can catch the unwary and the strategic negotiating moves that position a leader for success— getting the intelligence, support, resources, and buy-in she needs to create momentum, excitement, and visibility. The advice draws on interviews conducted with over 100 women leaders and illuminates the actions a woman can take to thrive in today’s workplace

“Yes, And...”: Negotiating Conditions for Leadership Success

Many people fail to recognize opportunities to negotiate — about their roles, about the support they need to be successful, about the resources to get the job done, about buy-in from their peers and those they lead. Become empowered to negotiate for what you need to create the conditions for your career success.

The Advantage of Getting It Right: How to Seed Success in Advancement

Each time a woman is appointed to lead and doesn’t reach her full potential because of a lack of institutional support, businesses waste precious resources. These failures lead to frustration on the part of the institution and for both male and female employees. Research shows that part of this failure is due to four tests the workplace reserves just for women. Learn how these rules impact a woman’s ability to be effective in a leadership role and how these tests can be negated with very strategic moves saving companiessignificant amounts of time and money.

Getting Out Of Your Own Way

Find out how you, as a woman, may be handicapping yourself at the bargaining table —and perhaps even before you get there! Only when you realize the ways you may be sabotaging your efforts can you do something about it. Learn how women often get in our own way — and, as importantly, how to stay out of it!