



THE HUGH E. STEPHENSON, JR.

**LEADERSHIP  
SUMMIT**

The image shows a logo for a leadership summit. On the left is a stylized, dark silhouette of a tower with a domed top and several levels. To the right of the tower, the text "THE HUGH E. STEPHENSON, JR." is written in a simple, uppercase font. Below this, the words "LEADERSHIP" and "SUMMIT" are stacked in a large, bold, uppercase font. The entire logo and text are contained within a thin black rectangular border.

# “GETTING TO YES”

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- Adapted from William Ury's model – Harvard University
- Provides framework for addressing concerns and challenging progress
- The model isn't necessarily linear in nature
- Requires an individual to step back and prepare

## The "Getting To Yes" Model for negotiations





1. Consider the People
2. Engage in Dialogue
3. Develop a solution and “back up” plan

**The “Getting To Yes”  
Model for negotiations**

- Sample scenario
  - The chapter is struggling with a poor GPA of 2.67 and will not take a stand on holding brother's accountable.
  - You know that the chapter president currently has a GPA below the minimum 2.7 GPA.



**The "Getting To Yes"  
Model for negotiations**

- Observe your natural reaction
  - Identify your hot buttons
  - Understand their perspective
- Use "I" statements; not "you" statements
- Be soft on people, hard on the problem

**Consider the People**



# Consider the People

List ways this situation could excite your “hot buttons”:

The chapter isn’t taking ownership of the situation.

**“That’s about right.”**

The chapter officers don’t really understand what it means to embrace standards.

**“They are just a club.”**

List items to consider from their perspective:

These people are brothers.

**“We have a responsibility to support and protect them.”**

I am the President.

**“I have an obligation to represent them.”**

Some of our officers have low GPAs.

**“We will lose our leadership!”**

- Focus on **joint** interests
- Discuss objective criteria
- Ask “Why” or “Why not”
- Suspend criticism and allow creative thinking

**Engage in Dialogue**



# Engage in Dialogue

## **Identify your interests:**

Implementing the standards and policies of Beta Theta Pi

Ensuring that the Beta experience is one that develops its members and encourages them to succeed

Making sure the chapter is operationally sound and adheres to Beta Theta Pi's principles and obligations

Making sure the chapter is producing well-rounded men

## **Identify their interests:**

They don't want to be in trouble or have a status change

They want to have fun and enjoy their Fraternity experience

They want to land a good job

The want to be known as a good group of men.

They don't want to lose brothers who contribute in intramurals, etc. just because they perform poorly in the academic arena.

- Establish non-negotiable positions as your back up
- Make decisions attractive to the other side
- Help them write a victory speech



**Develop a Solution**

# Develop a Solution

## **Non-negotiables:**

The chapter must have a cumulative 2.7 GPA.

The chapter must develop academic standards in the chapter by-laws.

If standards aren't met by the end of next semester the chapter will face a downgraded status.

## **Ideas for attractive solution:**

Develop a program whereby brothers with above a 3.0 GPA receive a refund on their dues.

Develop a process that takes privileges such as social events or intramural games away if academic standards aren't met.

Arrange for a successful alumnus or recruiter to come talk with the chapter regarding the importance of academic performance when searching for a first job.



- Help them position themselves as the heroes.
- Ensure they are recognized for their accomplishment and ownership.
- Help the chapter say, "We've known this is an issue for some time so..."
  - "...here is what we have developed."
  - "...we are being recognized by the Fraternity for our creative solutions."

**Victory Speech!**