



Negotiating an Alternative Agreement



This program was developed by the Leadership Institute-Women with Purpose, Inc.

Goals of this seminar:

- Encourage positive and non-harmful dialogue among members of the chapter who have differing perspectives and opinions.
- Identify one practice, alternative agreements, for conflict resolution within your chapter.
- Practice using alternative agreements in conflict resolution.

Fraternity Values:

- Honor and Respect
- Personal and Intellectual Growth
- Sincere Friendship
- Integrity

Suggested Facilitator:

- Vice President Risk Management
- Director Member Conduct
- Vice President Member Experience

Room setup/materials needed:

- Sheets of paper with the name of a popular TV show or movie
- White board, chalk board or flip chart paper
- Potentially a projector and computer, if you choose to make and use a PowerPoint
- You may want to write out the ground rules or things to keep in mind during the conversation ahead of time. These can then be posted around the room so all can see.
- Note: there are suggestions for a virtual setting. If virtual, you could make a brief PowerPoint or just have a WordDoc/sticky note ready if needed.

Getting started:

- The facilitator should walk through this seminar prior to presenting it to make sure they're comfortable with the material.
- Talking points are indicated with normal font and in quotation marks. Please use these as speaking guidelines but be sure to make the presentation your own.
- Facilitation instructions are indicated with italicized font. These are hints you might find helpful when administering the material.
- Most importantly, have fun! The more excited and engaged you are, the more participants will be.

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≡ Part 1: Negotiating an Alternative Agreement

≡ **Conclusion: Negotiating an Alternative Agreement**

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Introduction: Negotiating an Alternative Agreement

Conflict in Cinema

“ Thanks for joining me for our Leading with Values Seminar on negotiating an alternative agreement! We're going to start off by looking at conflict in tv shows and movies. ”

OPTION 1: SMALL GROUPS BRAINS...

OPTION 2: PARTNER BRAINSTORM

This option is better for a small-to-medium sized chapter with space to move around the room. However, any chapter can use this option if conducting the seminar virtually.

Tape pieces of paper with a popular TV show or movie written or typed on them around the room. There should be space between each piece of paper to allow a group of members to gather. These pieces of paper can be taped on the walls, or on different chairs or tables. Choose enough tv shows/movies around the room so that your members are distributed between them well. If virtual, complete this activity as a poll question to choose the TV show or movie, and then send members to a breakout room based on their selection.

Read these instructions to your members:

- “ Based on the TV shows and movies around the room, pick a TV show or movie to gather by. Travel to that piece of paper now. *You may want to assign them to a TV show or movie to ensure relatively equal sized groups.* ”
- In these groups, you will pick a situation or conflict in an episode of that TV show or in that movie. Be able to describe this conflict: who was involved, what was it about, was it resolved, and if so, how was it resolved.
- You will have about 5 minutes to discuss as a group.
- You should identify someone in your group to share a brief (1 minute) synopsis of the conflict with the whole group. ”

Give the groups 5 minutes to discuss, then bring the chapter back together. Each group then gives their quick synopsis of their selected conflict.

OPTION 1: SMALL GROUPS BRAINS...

OPTION 2: PARTNER BRAINSTORM

This option is better for medium-to-large sized chapters with little to no space to move around the room.

The chapter members will be doing a "pair and share." If you are conducting this seminar virtually, complete this activity with larger groups than pairs. You can use a poll question to choose a TV show or movie, and then send members to a breakout room based on their selection. Or, you could ask the members to share a TV show or movie conflict in the chat box, and read/react to those as a whole group.

- "I want you all to think of a favorite TV show or movie, turn to your partner, and pick one TV show or movie. Groups of 3 are okay, if necessary.
- With your partner, identify a situation of conflict that occurred in an episode of the show or in the movie.
- Discuss this conflict for about 5 minutes. Please consider who was involved in the conflict, what the conflict was about and if you believe it was resolved or not."

CONTINUE

Part 1: Negotiating an Alternative Agreement

Alternative Agreements

“ In any group, it is impractical to think things will always be happy, easy or conflict-free, especially when you have a group of people with different opinions, perspectives, experiences and ideas. Whether we work to avoid it or not, conflict is going to arise, and it's not something we can always predict. However, what's most important is that any conflict is addressed and resolved. Keep in mind that we are all Pi Phi, and while we may disagree in our beliefs, motivations, ideas and perspectives, we all still live by our shared core values.

When resolving conflict, it is not always possible to reach a perfect agreement. However, it is possible to reach an alternative agreement that allows all parties to feel heard and be respected. This is generally done through negotiation.

An alternative agreement is still an agreement between parties, but it is an agreement that will involve compromise from the parties and accepting something other than their perfect outcome. For example, let's say there is a conflict between partners in a class project. Partner A said they would write the whole essay if Partner B did the whole presentation in class. Partner A is to have the essay completed by Wednesday afternoon, so Partner B can prepare for the class presentation that is on Friday. It is Tuesday night, and Partner B realizes Partner A has not even started the essay. The perfect agreement was that Partner A and Partner B would completely split the work, and had set deadlines for them each to complete their portion in time for class on Friday. An alternative agreement they may reach would be Partner B would help Partner A complete the essay by Thursday morning, and then they will both present on Friday. Both partners compromised to reach this alternative agreement. We are going to practice reaching an alternative agreement with one each other today. ”

This option is better for medium-to-large sized chapters.

Have the chapter pick one of the conflicts in a favorite TV show or movie discussed earlier. As a whole, the chapter will discuss this (smaller chapters), or break up into smaller groups (medium-to-large chapters). If you used small groups for Part I, you can have the chapter get into those same groups and use that same TV show/movie conflict for this exercise. If virtual, use a poll question to choose the TV show or movie. Then, use breakout rooms if you put members into groups.

“ As a chapter/in your groups, we are going to take 1 minute to set some ground rules for the conversation. These ground rules are in place to promote a respectful environment focused on listening and reaching an alternative agreement.

These ground rules can include (*share whatever you like from below*):

- One person speaks at a time
- Commit to listening to other perspectives and trying to understand where they are coming from (does not mean you have to agree)
- Stories stay and lessons leave. Anything shared today by our sisters, we will not share with others outside this room. What we'll do instead is learn from those stories and take lessons with us from our discussion today.
- Agree to attack the issue and not the person or group of people
- Put phones and other distractions away to be fully present ”

Give 1 minute to set up ground rules.

“ Now that we have ground rules for this conversation, identify who will be representing each perspective in this conflict. For example, if the conflict is between a parent and a child in your movie, identify who is representing the perspective of the parent and who is representing the perspective of the child. ”

All members of the group should be participating, so it is okay to have multiple people representing each perspective. Have them identify that now.

“ You will now have 5-7 minutes to practice having a conversation about this conflict, and to reach an alternative agreement as a group. We know that in real life these conversations may take longer than 7 minutes, and it may take more than one conversation to reach an alternative agreement. However, for our purposes and time today, we are going to stick to 7 minutes.

Throughout the conversation, each person should keep in mind the following:

- What are the needs being threatened by this conflict?

- What are the 2-3 needs that are most important at this time?
- Where is there space for negotiation and alternatives?
- Is the alternative agreement at least somewhat satisfactory to all parties?
- How will the parties be held accountable to this alternative agreement?
- Will this agreement need to be revisited in the future? If so, when and by whom? ”

Let them start their conversations. During this small group or whole chapter discussion, the members should ensure they are following these ground rules throughout the discussion. Members of Executive Council can be placed into the groups to monitor the use of these ground rules, if you feel like that could be helpful.

Members can use the online Leading with Values module to reference each question they need to keep in mind. Send them the link to this seminar and direct them to the "Participant Activities" tab on the left side. There, they will find the questions below.

OPTION 1: TV SHOW/MOVIE

OPTION 2: CHAPTER CONFLICT

This option is better for small-to-medium sized chapters. This option also allows chapters to tackle a problem they're currently working through.

Have the chapter pick a conflict that is currently impacting their chapter or their campus. The chapter will discuss this conflict as a whole (smaller chapters) or break up into smaller groups (medium to large chapters). If virtual, you can unmute members or use the chat box to accept suggestions for the chapter conflict. Then use a poll question, if you can add one in the moment, or use hand raising/reactions to vote for the chapter conflict. You can use breakout rooms if you put members into groups.

“ As a chapter/in your groups, we are going to take 1 minute to set some ground rules for the conversation. These ground rules are in place to promote a respectful environment focused on listening.

These ground rules can include (*share whatever you like from below*):

- One person speaks at a time
- Commit to listening to other perspectives and trying to understand where they are coming from (does not mean you have to agree)

- Stories stay and lessons leave. Anything shared today by our sisters, we will not share with others outside this room. What we'll do instead is learn from those stories and take lessons with us from our discussion today.
- Agree to attack the issue and not the person or group of people (*you may want to emphasize this for this practice)
- Put phones and other distractions away to be fully present ”

Give 1 minute to set up ground rules.

“ Now that we have ground rules for this conversation, identify who will be representing each perspective in this conflict. For example, if the conflict is between the newest New Member Class (NMC) and the oldest NMC, identify who is representing the perspective of the newest NMC and who is representing the perspective of the oldest NMC. ”

All members of the group should be participating, so it is okay to have multiple people representing each perspective. Have them identify that now.

“ You will now have 7 minutes to practice having a conversation about this conflict, and to reach an alternative agreement as a group. We know that in real life these conversations may take longer than 7 minutes, and it may take more than one conversation to reach an alternative agreement. However, for our purposes and time today, we are going to stick to 7 minutes.

Throughout the conversation, each person should be keeping in mind the following:

- What are the needs being threatened by this conflict?
- What are the 2-3 needs that are most important at this time?
- Where is there space for negotiation and alternatives?
- Is the alternative agreement at least somewhat satisfactory to all parties?
- How will the parties be held accountable to this alternative agreement?
- Will this agreement need to be revisited in the future? If so, when and by whom? ”

Let them start their conversations. During this small group or whole chapter discussion, the members should ensure they are following these ground rules throughout the discussion. Members of Executive Council can be placed into the groups to monitor the use of these ground rules, if you feel like that could be helpful. If the conflict chosen is related to Executive Council in any way, you may want to choose volunteers from the chapter to do this.

Members can use the online Leading with Values module to reference each question they need to keep in mind. Send them the link to this seminar and direct them to the "Participant Activities" tab on the left side. There, they will find the questions below.

Option 1 and 2 Questions

- 1 What are the needs being threatened by this conflict?
- 2 What are the 2-3 needs that are most important at this time?
- 3 Where is there space for negotiation and alternatives?
- 4 Is the alternative agreement at least somewhat satisfactory to all parties?
- 5 How will the parties be held accountable to this alternative agreement?
- 6 Will this agreement need to be revisited in the future? If so, when and by whom?

CONTINUE

Conclusion: Negotiating an Alternative Agreement

Debrief

“ Thank you for participating! It is not easy, and sometimes not possible, to reach an agreement that is perfect for all parties. However, through setting ground rules, listening to and respecting one another, and considering the alternatives to a perfect agreement a conflict can have a satisfactory resolution.

Before we end our seminar today, I do want to make sure we have some time to debrief this experience. ”

OPTION 1: GROUP REFLECTION

OPTION 2: SMALL GROUP REFLECT...

This option is better for small-to-medium sized chapters.

Ask the group the below questions and call on members to respond. If there is some hesitation, do a quick “pair and share” again, then back to whole group, to get some engagement. If virtual, you can have members raise their hands to be unmuted, or ask them to submit answers in the group chat. If you do a “pair and share,” send them back to their breakout rooms for a minute or two.

- What felt difficult about this practice conversation? What felt easy?
- What is something new you learned today?
- How do you envision our chapter using this strategy moving forward?
- Why do you think conflict resolution was an important topic to Pi Beta Phi?

OPTION 1: GROUP REFLECTION

OPTION 2: SMALL GROUP REFLECT...

This option is better for medium-to-large sized chapters.

Have the smaller groups answer these questions amongst themselves. Members will use the online Leading with Values module to swipe through each question. Send them the link to this seminar and direct them to the "Participant Activities" tab on the left side. There, they will find the questions below.

Save 2 minutes to get some closing thoughts from members as a whole chapter. If virtual, send them back to their breakout rooms to discuss the questions in a small group. When back as a whole group, they can raise their hand to be unmuted or submit their answers in the group chat.

- What felt difficult about this practice conversation? What felt easy?
- What is something new you learned today?
- How do you envision our chapter using this strategy moving forward?
- Why do you think conflict resolution was an important topic to Pi Beta Phi?

Option 2 Questions

This is meant for chapters choosing option 2 in the conclusion of this seminar.

Step 1

Question 1

What felt difficult about this practice conversation? What felt easy?

Step 2

Question 2

What is something new you learned today?

Step 3

Question 3

How do you envision our chapter using this strategy moving forward?

Step 4

Question 4

Why do you think conflict resolution was an important topic to Pi Beta Phi?

Reflection

Be prepared to reflect on these questions with the larger group.

“ Today we learned about how to reach alternative agreements which can come in handy in the classroom, Pi Phi, between a group of friends or even around your family's dinner table. Take what you learned today in this seminar and apply it to your daily life when you hit a bump in the road and need to find a different route to take.

Thank you for engaging and participating! ”

Survey

Provide the following link to four members of your chapter, one from each class. You and those four members will complete the Leading with Values seminar survey to provide feedback to Pi Beta Phi.

pibetaphi.org/lwvfeedback

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Participant Activities

Part 1, Option 1 and 2 Questions

- 1 What are the needs being threatened by this conflict?
- 2 What are the 2-3 needs that are most important at this time?
- 3 Where is there space for negotiation and alternatives?
- 4 Is the alternative agreement at least somewhat satisfactory to all parties?
- 5 How will the parties be held accountable to this alternative agreement?
- 6 Will this agreement need to be revisited in the future? If so, when and by whom?

Conclusion, Option 2 Questions

Option 2 Questions

This is meant for chapters choosing option 2 in the conclusion of this seminar.

Question 1

Question 1

What felt difficult about this practice conversation? What felt easy?

Question 2

Question 2

What is something new you learned today?

Question 3

Question 3

How do you envision our chapter using this strategy moving forward?

Question 4

Question 4

Why do you think conflict resolution was an important topic to Pi Beta Phi?

Reflection

Be prepared to reflect on these questions with the larger group.

Thank you for engaging in this seminar, today! Please fill out this survey to give feedback on this *Leading with Values* seminar:
Negotiating an Alternative Agreement

[Complete the Leading with Values survey.](#)

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