



TOUGH CONVERSATIONS: TIPS FROM A PARTNERSHIP FACILITATOR

Gain the confidence to hold tough conversations, while keeping your relationships intact, by using these basic ground rules from Marcia Meredith, LMP education and training lead for Southern California. Meredith facilitates major issues involving the Labor Management Partnership and coaches LMP trainers in issue resolution.



The Las Vegas rule. Decide up front what information stays inside the negotiating room. “After each meeting, come up with a communications plan to determine what you’re going to talk about and what you’re not going to talk about. Sharing information prematurely creates a whole lot of angst.”



R-E-S-P-E-C-T. Find out what respect means for everyone on the team. Doing so helps build trust and deepens relationships. “Respect means something different to every single person. Have people articulate what it means to them.”



Know when to quit. Resist the urge to call for consensus at the end of a long day. Instead, test for agreement at the next meeting when everyone is fresh. “That gives people time to think about what they’ve said and run their decisions by those they’re representing.”