



CONCORDIA UNIVERSITY
ALUMNI ASSOCIATION

ALUMNI MATTERS: GRADUATION CONFERENCE

Don't settle — negotiate!

FEATURING:

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AGENDA

Why Not Negotiate?

- Excuses? Or justified reasons?

Four Principles of Negotiation

- How they play a role in what/how you negotiate.

Aspects of Compensation

- There may be more than just money at stake!



HAVE YOU EVER NEGOTIATED A JOB OFFER?

Why not?

- Fear
- Lack of skills
- Low self confidence
- Feel it's tacky
- Didn't think they were allowed to
- Great offer, no need to discuss
- Didn't want to look greedy



FOUR PRINCIPLES OF NEGOTIATION

MARKET VALUE

www.salaryexpert.com

www.salary.workopolis.com

www.payscale.com

www.glassdoor.com

<https://www.linkedin.com/salary/>

VALUE – ADD

Know Yourself

Know the Role

BUYER OR SELLER?

Which role?

CREATIVITY AND FLEXIBILITY

Never take “no” for an answer

Never say “no”, say “yes, but”



ASPECTS OF COMPENSATION

MONEY

- Salary
- Bonuses
- Moving expenses
- Commissions
- Pay increases

SOMETIMES GREATER THAN MONEY

- Job location
- Courtesy services
- Flextime / Remote work
- Summer hours
- Dress policy
- Home equipment usage

CONVERTIBLE TO MONEY

- Vacation
- Health/dental benefits
- Pension plan
- Life insurance
- Education assistance
- Perks: on-site gym, laptop, company car

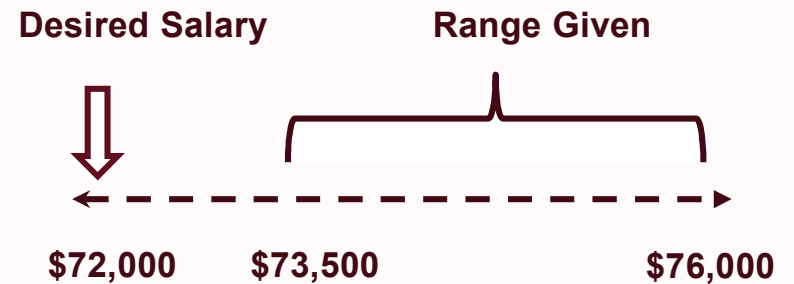
NON-MONETARY VALUE

- Reputation/ prestige
- Title
- Advancement/ transfer possibilities
- Workplace environment
- Travel assignments

WHAT ARE YOUR SALARY EXPECTATIONS?

One of the most dreaded interview questions

- Develop a range based on:
 - Market research vis-à-vis your experience
 - Trusted sources
- Delivering a range:
 - Establish a “desired salary”
 - Range should be tight, $\leq 10\%$ spread
 - Odd numbers seem more “real”
 - “Desired salary” number should be below or in lower part of range





WHAT'S A "NIBBLE"?

DON'T NEGOTIATE EVERYTHING AS A PACKAGE:

- Work through each item
- Know what's a must have / nice to have
- Leave items that are easy to throw in until the end (buyer acceptance)
- www.karrass.com



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MERCI!
THANK YOU!



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