




Getting and Maintaining Support of Governing Bodies for Negotiations

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About Us



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The slide has a blue vertical bar on the left side with the RPLG logo at the top and a circular logo at the bottom containing 'RPLG', 'RPMG', and 'CPPG'. The main content area is white and features the title 'Session Goals' in a blue font. Below the title are three bullet points: '• How to build Council trust and buy-in', '• How to manage political risks that derail good strategies', and '• Practical tools you can bring back to your organization'. A small number '4' is located in the bottom right corner of the slide's content area.

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Pre-Negotiations Checklist

- Ground Rules
- Role Clarity
- Public Messaging
- Compensation Philosophy
- Communications Protocols
- Organizational Alignment
- Evaluation and Follow Up Process

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A tale of two tables

Great negotiators read the room and the system



VS



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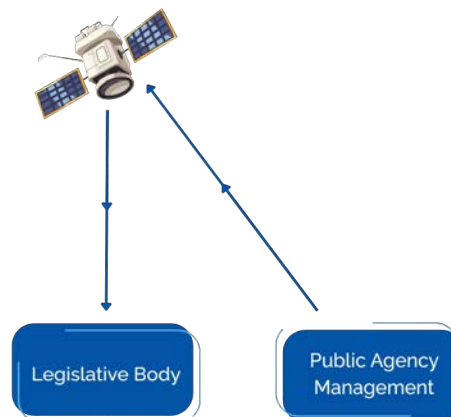
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Why Governing Body Support Matters

- Negotiations collapse more from politics than economics
- Examples of flashpoints – media, community, labor groups etc. can sway governing bodies



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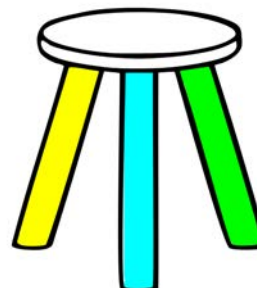
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Traits of Politically Astute Leaders

- Strategic awareness
- Emotional intelligence
- Relationship capital
- Understanding political context
- Timing and sequence



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Traits of Politically Astute Leaders

- Framing and narrative control
- Coalition building
- Judgement and discretion
- Integrity and institutional loyalty
- Resilience and composure

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Legal and Structural Realities

- Rules to ground your council/governing body:
 - Closed sessions
 - Expectations around confidentiality
 - Refrain from direct dealing
 - Fact-based negotiations
- Police/Fire dynamics

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Governance and Political Dynamics

Councils need framing:

- Long-term fiscal sustainability
- Market comparability analysis
- Service delivery tradeoffs
- Costing



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Setting the Table

- Building the Box
 - Finances and good costing
 - Comparability and market movement
 - Operational realities
 - Strategic objectives
- Scenario Planning



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Tools to Maintain Alignment

- “Pre-brief/debrief” individual members
- Use staff reports that are clear, visual, and avoid jargon
- Preserve credibility
- Reinforce compensation philosophy and fact-based approach in every discussion.
- Reward early agreements
 - Our perspective on “me too” clauses



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Case Studies and Discussion



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Key Takeaways

- Great economic data won't save you if the politics collapse
- As HR/LR staff, you are an educator, risk manager, *and* trust-builder
- Pre-negotiations checklist is a roadmap for keeping the governing body strong and aligned
- Master the two tables



Q&A
What tactics have you used to keep your elected body together when things get rough?

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