PLANNED RE-NEGO TiAT ION

What Just Happened?
What Happens Next?
THE WORLD RUNS ON RELATIONSHIPS: RELATIONSHIPS RUN ON EXPECTATION

• Sometimes we have expectations in relationships that only exist on one side.
• Shared expectations can be discussed and, if necessary, re-negotiated.
• If expectations are unarticulated, we often learn about them when they are not met.
• What we expect – articulated or not – is important data about who we are and how we function in relationship.
Sharing Information and Negotiating Expectations

Commitment (role definitions)

Stability and Productivity

Disruption of Shared Expectations

Planned Re-negotiation

"pinch"

Return to the way it used to be

Re-negotiation

Termination

Anxiety

Uncertainty
WHAT JUST HAPPENED

• What expectations have been disrupted?
  • Where do you see people
    • 1. trying to exit relationship
    • 2. anxious to return to “the way it was”
    • 3. using this moment to make positive change
WHAT HAPPENS NEXT?

• What structures are you putting in place to listen to new information?

• How open are your people to talking about the anxiety and uncertainty?

• If this moment is a moment of great potential for positive change – how can you and your system take the opportunity?