

## **Instructor's Notes**

### ***Barrister, Counselor, Solicitor and Avocat***

It is commonplace for there to be a wide, positive bargaining range between two negotiators or disputants, and for the two people to fail to find any settlement at all, let alone a good settlement. This case is meant to illuminate the fact that many situations could be highly collaborative, but are actually negotiated in a competitive way. The case also illuminates the importance of INTANGIBLES in negotiations, especially in workplace negotiations, as well as tangibles.

(In this real case, Piro took the job, for relatively low salary but many benefits-and made a great deal of money as the firm grew, sharing in the profits.)