

Union Leadership in Negotiations

Global Pilots' Symposium

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Overview

- 5 Ways You Can Manage Negotiations Successfully
 - Build Unity of Purpose
 - Develop a Strategic Plan for Negotiations
 - Understand Economic Issues
 - Engage the Pilot Group
 - Think Outside of the Box

5 Ways to Manage Negotiations Successfully

- 1 – Build Unity of Purpose
 - Unity is critical to success
 - Establish unity of purpose in the pilot group with a comprehensive, well-coordinated communications strategy
 - Develop relationships with management, government, and other pilot groups

5 Ways to Manage Negotiations Successfully

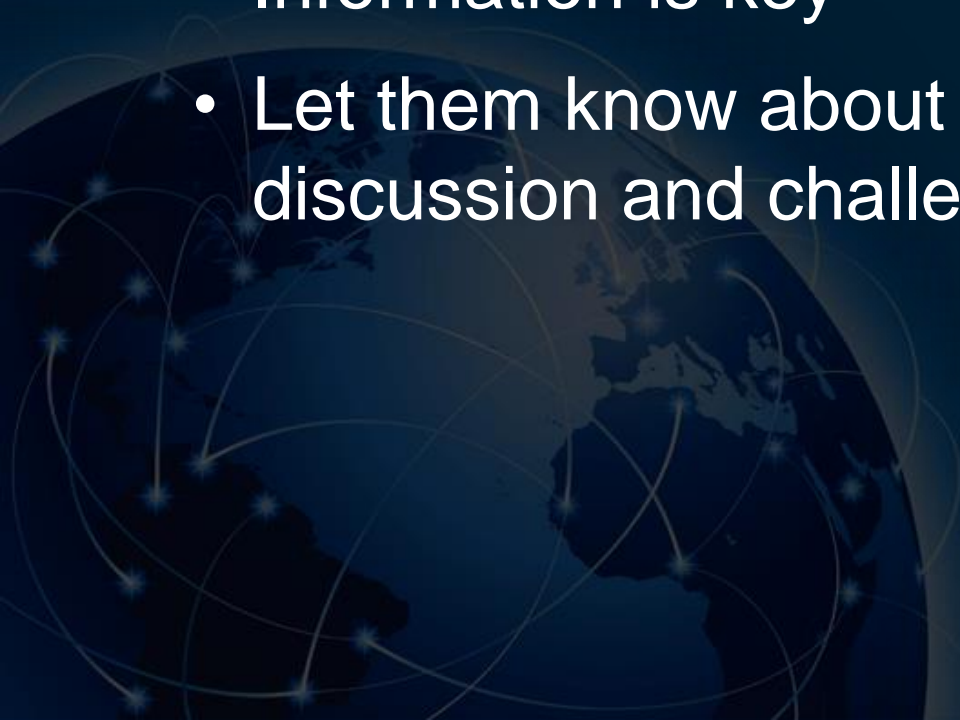
- 2 – Develop a Strategic Plan for Negotiations
 - Identify your goals and objectives
 - Analyze internal strengths and weaknesses and external opportunities and threats
 - Develop strategies for achieving your goals
 - Build your team
 - Assess the plan on a regular basis and update it to reflect current events

5 Ways to Manage Negotiations Successfully

- 3 – Understand Economic Issues
 - Understand the state of the economy, industry trends, and the financial condition of the airline
 - Develop realistic economic proposals
 - A tangible value on proposals will help eliminate rhetoric and prepare you for making the tough decisions during end-game negotiations

5 Ways to Manage Negotiations Successfully

- 4 – Engage the Pilot Group
 - This is the pilots' contract, and they ultimately need to ratify a tentative agreement
 - Information is key
 - Let them know about the issues under discussion and challenges you face



5 Ways to Manage Negotiations Successfully

- 5 – Think Outside of the Box
 - Play smart
 - No two negotiations are the same
 - This applies in particular to restructuring negotiations where there are more participants, distinct timelines, and can be more confrontational, requiring additional strategies and tactics