Recommended Resources by Library Workers

WHO ARE YOU?
Katharine Macy, collection assessment librarian and business & economics liaison at Indiana University – Indianapolis and founding project director of the ONEAL Project.

WHAT IS YOUR BACKGROUND IN THIS AREA?
In my previous life, which includes an MBA, I was an analyst who supported negotiations in the private sector. I sat on both sides of the table. When I became a librarian, I realized how little training library workers were provided regarding negotiations. Most of it happens on the job and is informal. I started by negotiating for my own resources under my liaisons areas but later took on additional roles around collection assessment and resource negotiation at my institution. I began formally teaching negotiation skills to library workers in 2020.

WHAT IS THE RESOURCE YOU’RE RECOMMENDING?

HOW DID YOU LEARN ABOUT THIS RESOURCE?
I read the first edition of this resource when I was in business school and taking a negotiation course and it’s been my negotiation go-to reference ever since.

HOW HAS THIS RESOURCE IMPACTED YOUR PRACTICE?
Whenever I’m planning a negotiation, I have this book at my fingertips because it provides short chapters on 46 principles that summarize the current research into negotiation best practices. It helps me develop strategy and plan tactics. It also provides detailed notes and references so if I want to understand more about the research behind the best practice, I can easily locate those articles.
WHEN DO YOU FIND YOURSELF RECOMMENDING THIS? OR WHO WOULD YOU RECOMMEND THIS RESOURCE TO?

I recommend it to anyone who is interested in learning how to negotiate in life or at work. It is immensely practical and easy to understand. I love that the emphasis of this book is on learning how to plan as opposed to trying to do very sophisticated negotiation techniques that you sometimes find in book by folks who do hostage negotiations. What we are doing and what most people need to do is not life and death. It’s about improving communication and building and sustaining relationships.

ARE THERE ANY SPECIFIC FEATURES OR INFORMATION THAT YOU’D LIKE TO POINT OUT AS PARTICULARLY HELPFUL OR INTERESTING ABOUT THIS RESOURCE?

Two things:

- The second edition has additional negotiation principles including more detail on how to effectively negotiate over the phone and online, and understanding who you are as a negotiator.
- The second feature, which I mentioned earlier, is the references that lead you to the actual research that supports each of the 46 principles. It leads to deeper reading for those who are interested.

The best part of this book is that it is clear that there is no wrong way to negotiate except for going in with zero planning.