

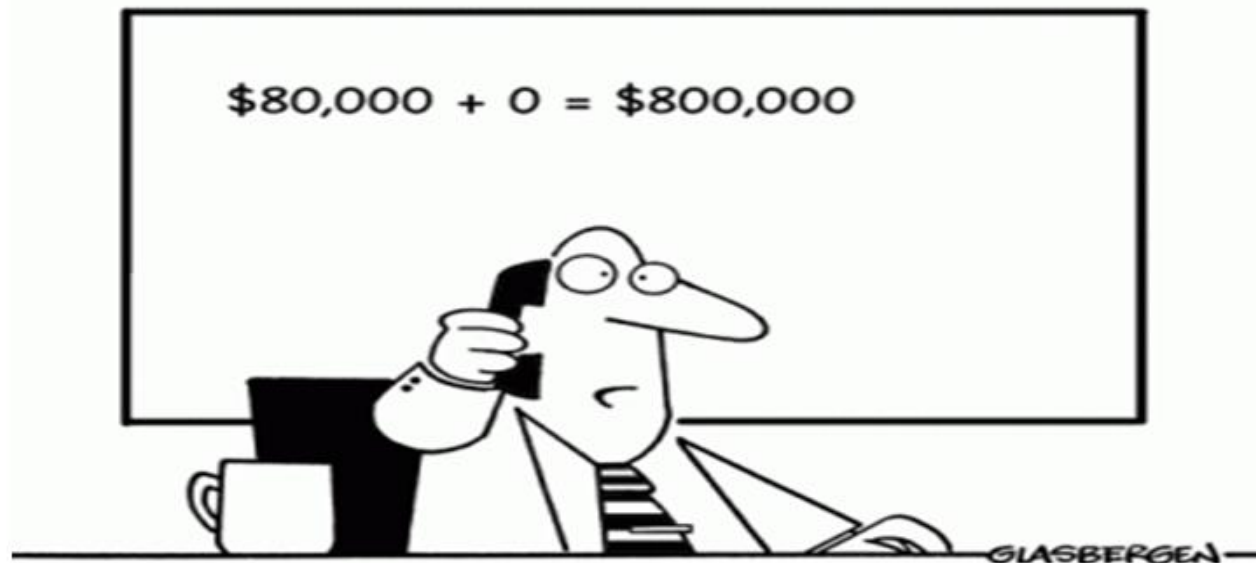
Salary Negotiations



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**“That’s right, I’ve decided to give myself
zero pay raise this year.”**

- Personal worth is always subjective
- Many intangibles
- Need to understand and quantify your value
- Asking – easy for some, not for many

- **Research – current internal process**
- **Internal and external factors impacting on a positive outcome**
- **Be strategic**



- Salaries move faster in the open market, negotiate well from the outset
- Ready yourself for a discussion
- Keep a log of achievements
- Research market salaries in similar sectors/scale businesses
- Check demand for your skill set

Write a document outlining why you deserve a pay rise

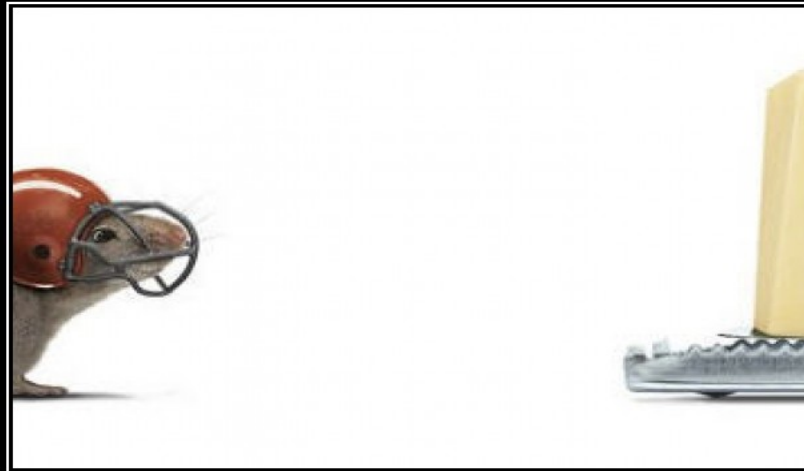
Two options:

- Email document with a meeting request
- Email meeting request, take document to meeting



Practice makes perfect

Well planned = well prepared = well executed



PREPARATION

"By failing to prepare you are preparing to fail."
Benjamin Franklin

- It's not what happens in the meeting that is important, it's how you react to it.
- Stay calm, clear and collected – its not personal

**Say your piece,
then silence**

- They may not have the answer right now
- If they make an offer, you don't have to accept straight away
- Be prepared to discuss more than just money

- Flexibility
- Training – internal, external
- Involvement in major projects
- Additional annual leave
- A review in three months