Negotiation, Compensation and You: A Workshop From the ONA-Poynter Women's Leadership Academy

Friday, 3:30 PM - 4:30 PM | Constellation Ballroom II | #ONA15negotiate

Will Neville-Rehbehn Creative Director / Advocacy Director, VShift | @willneville, will.neville@gmail.com
Katie Hawkins-Gaar Digital Innovation Faculty, Poynter | @katiehawk, katie@poynter.org

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Overview:

When negotiating a job, you have more power than you think:

- Saying no is a big financial risk to the employer.
  - Recruiters earn 15% of an employee's annual salary.
  - It costs more than 20% to replace an employee. For executives, it can be as much as 200%.
- Employers want you to say yes.
  - 50% of employers would offer a salary where the applicant would "accept and be satisfied."
  - 40% of employers would offer a salary where the applicant would "accept and be happy."
- You are expected to negotiate.
  - 90% of employers make an initial offer lower than they are willing to pay because they expect applicants to negotiate.

Negotiating for a new position:

- Men who negotiated received a salary 4.3% higher than those who did not.
- Wowen who negotiated received a salary 2.7% higher than those who did not.
  - That's roughly $1,040,917 more in lifetime earnings

Negotiating within your current position:

- Less than half of employees as for a raise.
  - 44% of men ask. 42% of women ask.
- Things to think about when negotiating:
  - How good are you? (Really.)
  - How to justify it.
  - Whether you should make the first move.
  - Ask years vs. off years.
  - Who is across the table from you?
  - What do you want your life to look like?

You can negotiate anything!

No, really. Here's a list to get started.

Salary
Salary increases
Specific salary bump
Start date
Vacation
Schedule flexibility
Working remotely
Will I be in the room for _______?
Equity
Profit sharing
Work expenses
Relocation expenses
Commuter expenses
Waiving eligibility periods

Bonus structure
Signing bonus
Promotion schedule
Title
Position responsibilities
Organizational chart
Ability to select your team

Retirement contributions
Retirement matching
Pension
Travel expectations
Conferences
Professional development
Tuition Reimbursement

Resources:

- Journalism salary sharer and takeaways
- Glassdoor.com for self-reported salary information
- Guidestar.org for nonprofit 990 forms with salary disclosures
- A great article on negotiating startup compensation