



PARADIGM PILGRIMS

in

Communication • Organizational Effectiveness • Negotiation

Prof. Kevin White  
Imperial Valley College  
380 E. Aten Rd.  
Imperial, CA 92251

Re. Collaborative Multi-Party Decision Making / Negotiations

Dear Professor White:

Thank you for contacting me regarding the utilization of collaborative decision making principles to address budget and accreditation issues at Imperial Valley College. Please consider this correspondence to be my proposal for the initiation and engagement of these principles.

As you and I have discussed such an initiative is most expeditiously approached when all parties to the negotiation first receive some training in the principles and their application. Such training introduces a diverse group of people and interests to a common decision making language and the process elements which support and operationalize the principles of collaborative decision making. In addition, I understand that time is of the essence such that not only are the parties interested in getting underway as soon as possible but that it would be best if the training itself might also incorporate some elements of actual application to the issues extant.

Accordingly this proposal outlines a sequence of steps or phases designed to meet the above needs as I understand them. I have penciled in the dates of June 25, 26, 27 for the initial training phase. It is my understanding that participants in the initial training are to include representatives/negotiators from four principal constituencies. These are Administration, CSEA, CTA/Faculty, and Part time Faculty. For the training to be most effective with this number of parties represented I would like to limit the number of participants to the training to a maximum of 30 with an approximate equal number of participants from each of the four constituencies if possible. If the parties have professional representation, I urge that they be included in this number.

**Please reply to**

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## **Phase 1: Training.**

A total of five (5) days of training are recommended. These training dates are divided such that the initial training consists of three days with the fourth day following the initial training dates approximately 4 to 7 weeks later, and the fifth training day approximately a month or so after the 4<sup>th</sup> day.

Given the number of persons involved in the training a support facilitator is contemplated. This support facilitator, a professional colleague of mine familiar with the principles of the approach, would have the role of assisting with the exercises and simulations involved in the training.

## **Phase 2: Application.**

During the course of Day 3 of the initial introductory training the parties will engage in an exercise designed to both identify the principal issues involved in the forthcoming negotiation as well as take a cursory look at these issues by applying the principles and elements of the approach. In August the initial training group would be joined by colleagues from their respective constituencies. This expanded group would together experience two days of working together.

The first would be Day 4 of the training. Day 4 of training includes a review of the principles and elements of the collaborative decision making model; so having the additional representatives exposed to this material is most valuable. On the second day this expanded group would examine and expand upon the work of the initial group accomplished on Day 3 of the training. This day would be a more intense and focused application of the principles to the actual issues involved.

As a consequence of the work undertaken on the second day in August further dates for the facilitated negotiations, as well as both process and substantive homework for the parties to accomplish in the interim, would be determined. From my experience with such matters as outlined to me in our conversations I contemplate that for calendaring purposes no fewer than 5 such facilitated negotiation dates. However, once we get underway it may very well be apparent that fewer days are necessary. It has been my experience that once the regular “school calendar” commences it is easier to cancel dates than schedule them.

### **Barber & Gonzales Consulting Group**

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**Costs:**

My training/facilitation rate for public education clients is \$2400 per day exclusive of materials and travel expenses. (please note for perspective that this is less than half my private sector rate) The rate charged for the support facilitator is \$800 per day (max. 5 days). Usually, the materials involved in the training cost about \$25 per person. Travel expenses would include round trip air fare for two for the initial sessions in June and August, rental car, motel/hotel, meals.

“Guesstimate” of initial costs for the June /August dates:

Trainer	\$12000.00
Co-facil	4000.00
Materials	800.00
Travel	3090.00

Est. total , not including subsequent facilitation dates nor Day 5 of the training,  
\$19980.00

Kevin, I am pleased to provide this brief proposal and will also be pleased to offer any further details as may be necessary to help your colleagues understand this approach. I know that you have provided a copy of my brief resume to those involved in this effort. Under separate cover, via US Post, I am sending a copy of the participant handbook. This book includes copies of articles I’ve authored for professional journals. I would be happy to provide further evidence of my background, experience, and references if that becomes necessary.

Sincerely,

Steve Barber

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