

Six steps in negotiating a job offer

- **Preparing** – set your objectives, assess the other's case, and determine the strengths and weaknesses of your case.
- **Developing a strategy** – plan what style of negotiating to use. Types of approaches to take include collaborating, compromising, accommodating, controlling, and avoiding.
- **Getting started** – decide what tactics you will use, where and when to negotiate, and what the meeting will look like. Be sure to reintroduce yourself, discuss the meeting objectives, and have an opening statement prepared.
- **Building understanding and common ground** – get information, test assumptions and positions, and use timing and adjournments. In negotiation, information is power. The more you can get from the other side, the better it is for you.



- **Bargaining** – receiving and giving concessions, breaking through deadlocks, moving toward agreement.
- **Closing with agreement** – present your final offer, try to get an agreement in writing or if not, send a written letter as soon as possible.

To learn more about the negotiating process, pick up a copy of the *Associate's Survival Guide*, available from AAHA Press at press.aahanet.org.



Going solar in Silicon Valley

The Humane Society of Silicon Valley (HSSV) is seizing the opportunity to make their soon-to-be-unveiled Animal Community Center more environmentally friendly.

The center, which will be open to the public in the Spring of 2009, will be certified under Leadership in Energy and Environmental Design (LEED) standards, with more than 90% of the previous standing structure being recycled to construct the new building.

According to Laura Fulda, VP of Marketing and Communications for HSSV, the center will be one of the first Gold Level LEED-certified animal facilities in the United States.

Fulda added that other features will include "photovoltaic arrays to generate 40% of the center's power needs, a highly efficient cleansing system for kennel maintenance, synthetic turf in the dog park, a cool (reflective) roof to reduce the

roof surface temperature and heat recovery technology on all heating, ventilation and air conditioning systems."

"We wanted to build an environmentally friendly animal community center that would not only promote animals, but showcase the ease and beauty of water savings, energy efficiency and building in harmony with nature," said Christine Benninger, HSSV president.

"We believe this facility will be an inspiring model of humane care, community involvement and green building design for shelters nationwide," she said.

With five full-time veterinarians on staff, the new facility will also be one of the first animal welfare agencies to combine a no-kill housing and adoption program with a dog park/training center, daycare, full veterinary hospital, community education events, and a pet store and animal-friendly café.

For more details, go to www.hssv.org.

Veterinarian saves cat's face

Veterinary surgeons at the Antell Animal Medical Center in Boston, Mass., successfully reattached a large portion of a cat's face after the animal was injured by a car's fan belt.

The four-year-old female had been missing for several days and apparently had gotten into the car's motor. When the car's owner started the car, the fan belt cut a diagonal swath

across the cat's face.

The cat was found in its litter box after returning home, and was rushed into surgery. Though the facial skin needed to be stitched back in place over a major portion of the cat's skull, she suffered no major blood loss and is expected not to have permanent nerve damage.