

**CAROL FROHLINGER SPEAKS ON  
WOMEN AND NEGOTIATION AT  
NYWBA FOUNDATION BREAKFAST**

*By Laurie Berke-Weiss*

Carol Frohlinger, noted speaker on women and negotiation, and Principal in the consulting firm Negotiating Women, shared her wisdom at the New York Women's Bar Association Foundation, Inc. Author's Breakfast on May 8, 2009. This "how to" event provided timely and invaluable career advice and support to the more than 70 women in attendance. Among them were a group of enthusiastic students from the Law and Public Service Program at Washington Irving High School.

Ms. Frohlinger, a lawyer and co-author of *Her Place At The Table: A Woman's Guide to Negotiating Five Key Challenges to Leadership Success*, captured the audience's attention with the research findings showing that women are more effective negotiating for others than for themselves. Among the undermining behaviors she identified that women typically fall subject to are "The Tiara Syndrome" or engaging in superficial "drive by" negotiations. As Ms. Frohlinger went on to discuss the strategic framework for achieving career advancement detailed in *Her Place At The Table*, there was furious note-taking.

According to Ms. Frohlinger, it is still a test for women to gain a place at the "leadership table," and she urged the audience to take charge of their careers and their lives through the use of negotiation. Before starting a negotiation to get that place at the table, she recommends taking five preliminary steps: 1) "drill deep" and get the "intelligence" you need for informed decisions; 2) mobilize your backers and obtain support; 3) garner the resources needed to assure success; 4) bring people on board who buy into your plan; and 5) look for an environment where you can make a difference.

Following her presentation, Ms. Frohlinger was warmly applauded, responded to numerous questions from event attendees, and signed copies of *Her Place At The Table*.

*The New York Women's Bar Association Foundation, Inc. (NYWBAF) is a 501(c)(3) not-for-profit charitable organization that funds charitable and philanthropic programs to aid women and children throughout Manhattan and beyond. Its mission is (1) to eliminate gender bias and other forms of discrimination from the legal system and legal profession, (2) to promote the social and economic equality, safety and well being of women and children, and (3) to address the unmet legal needs of women and children. For more information, please visit its website at <http://www.nywba.org/foundation>. The NYWBAF's Author Breakfasts are fundraising events, with the proceeds of tickets and book sales going to support the Foundation's fellowship programs for local area law school students, who spend a semester at inMotion, Sanctuary for Families, or Human Rights First. Previous breakfasts have featured well-known authors Dr. Sarah Weddington, Linda Fairstein, Kati Marton, Gail Collins, Beth Harpaz, Martha Burk, Linda Greenhouse, Joan Biskupic, Lynn Sherr and Margaret Heffernan. Please look for an announcement of the next breakfast.*

*Laurie Berke-Weiss is a member of the Board of the NYWBAF and a former NYWBA president. She is a member of Berke-Weiss & Pechman LLP, where her practice focuses on employment law.*

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