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## **PROGRAM ANNOUNCEMENT**

*The Advocacy Institute Is Pleased to Present*

### **Negotiation Skills**

**February 11, 2025**  
**9:30 a.m.\* – 5:00 p.m.**

**February 12, 2025**  
**9:30 a.m.\* – 1:00 p.m.**

**Richard J. Hughes Justice Complex  
Advocacy Institute Conference Center  
Fourth Floor, West Wing  
25 Market Street, Trenton, New Jersey**

**\*Registration starts at 9:00 a.m.**

#### ***Program Summary***

This intensive, learn-by-doing skills program teaches different fundamental concepts of negotiation and practical applications through a multiparty roleplaying scenario, complemented by a series of presentations and exercises teaching different concepts of decision theory and human behavior.

Students will learn how to:

- Prepare for negotiations by assessing the client's interests, options, outcomes and alternatives.
- Negotiate effectively and productively by leveraging different negotiating styles.
- Employ economic risk analysis in preparing for negotiations.
- Overcome thinking errors that cause irrational behavior in negotiations.
- Recognize and navigate negative emotions during a negotiation.
- Gain insight and information during the negotiation process, regardless of whether a negotiated resolution is reached.

## *Eligibility*

Attendance at this program is limited to individuals registered by their division or office leadership.

## *Faculty*

**AAG Duffy Jamieson** is a Principal Assistant Attorney General on the Ohio Attorney General's Court of Claims team. He was previously a member of the Vermont Attorney General's Office, where his practice focused on labor issues, and before that, the Director of Equal Opportunity at the Vermont National Guard, managing the compliance programs for both military and civilian personnel. He also worked for the Hawaii Civil Rights Commission, investigating unique employment issues involving medical marijuana and criminal records. His legal experience in Ohio includes serving as the Director of the Dayton Regional Office of the Ohio Civil Rights Commission, and working in the Civil Rights Section of the Ohio Attorney General's Office, where he commenced his legal career litigating employment and housing discrimination cases and was later promoted to Assistant Chief. AAG Jamieson earned his J.D. from the University of Toledo and his B.A. from the Ohio State University.

**DAG Joseph M. Micheletti** is the Section Chief of the Tort Litigation and Judiciary Section of the Division of Law, where he manages a group of trial attorneys and handles the defense of complex tort and civil rights cases brought against State agencies and their employees. DAG Micheletti has extensive experience in all aspects of litigation. He previously served as a trial attorney and later an Assistant Section Chief in DOL's State Police, Employment and Corrections Section, where he represented State agencies and employees in complex employment and Section 1983 matters. DAG Micheletti has tried multiple matters before the New Jersey Superior and United States District Courts and has represented State agencies in front of administrative bodies including the Division of Civil Rights and the Equal Employment Opportunity Commission. DAG Micheletti has briefed and argued multiple appeals before the New Jersey Superior Court, Appellate Division and the United States Third Circuit Court of Appeals. He serves as a faculty member for the National Association of Attorneys General and was honored with its Outstanding Faculty Award in 2023. DAG Micheletti holds an undergraduate degree from Penn State University and a J.D. from Seton Hall Law School.

**Ari Telisman** is the Director of Legal Skills Training for the National Association of Attorneys General. He oversees training programs and resources for the attorney general community on topics including trial advocacy, legal writing, motion practice and depositions. Before joining NAAG, Mr. Telisman served as senior litigation counsel for the Illinois Attorney Registration and Disciplinary Commission, as an assistant attorney general in Illinois, and as a prosecutor in Indiana and Florida. He has tried nearly 100 cases involving a wide variety of crimes, as well as many civil trials. Mr. Telisman serves as an instructor for the National Institute for Trial Advocacy. He is also an adjunct professor who has taught courses on trial advocacy and legal ethics at Loyola University Chicago School of Law and Chicago-Kent College of Law. Mr. Telisman received his B.S. from Carnegie Mellon University and his J.D. from the Florida State University College of Law.

**AAG Margaret A. Cotoia** is the Director of the New Jersey Attorney General's Advocacy Institute, which provides continuing legal education programs for deputy attorneys general and assistant county prosecutors. She maintains overall responsibility for AGAI programs, including faculty recruitment, curriculum development and litigation skills training. Prior to joining the Advocacy Institute, AAG Cotoia was the first statutory Ethics Training Officer for the New Jersey State Ethics Commission. She designed, conducted and administered ethics training programs for State executive branch entities, provided ethics advice and counsel to State employees and officials and trained and supported a statewide network of ethics liaison officers. Before working for the SEC, AAG Cotoia was a mediator and hearing examiner at the New Jersey Public Employment Relations Commission, where she mediated contract impasses, unfair labor practice filings and contested transfer determinations. She holds a Bachelor's of Science in Foreign Service from Georgetown University in Washington, D.C. and a Juris Doctor from the Penn State University Dickinson School of Law in Carlisle, Pennsylvania, where she was an editor of the law review.

### *CLE Credit*

**NJ CLE Credit:** This program has been approved by the Board on Continuing Legal Education of the Supreme Court of New Jersey for 8.8 hours of total CLE credit. Of these, 0.0 qualify as hours of credit for ethics/professionalism.

**PA CLE Credit:** 7.0 substantive credits. (PA CLE Credit will be processed and conferred by NAAG)

### *Agenda*

**TUESDAY, FEBRUARY 11, 2025**

9:00 am – 9:30 am	<b>Participant Registration</b>
9:30 am – 10:00 am	<b>Training Overview</b>
10:00 am – 10:20 am	<b>Presentation: What is Negotiation?</b>
10:20 am – 10:40 am	Break; review confidential information for role-play; if your role involves an attorney-client relationship with another participant, briefly meet with your attorney/client.
10:40 am – 11:40 am	<b>Performance: Negotiation Role-play Session #1</b>
11:40 am – 11:55 am	Break
11:55 am – 12:15 pm	<b>Role-play Debrief Discussion #1</b>

12:15 am – 12:45 pm	<b>Presentation: Interest-Based Negotiations</b>
12:45 pm – 1:45 pm	Lunch (on your own) and Self-Work: review negotiation preparation handout
1:45 pm – 2:30 pm	<b>Presentation &amp; Exercise: Decision Theory in Negotiations, Part 1: Numbers</b>
2:30 pm – 2:45 pm	Break
2:45 pm – 3:40 pm	<b>Presentation &amp; Exercise: Decision Theory in Negotiations, Part 2: Thinking Errors</b>
3:40 pm – 3:55 pm	Break
3:55 pm – 4:25 pm	<b>Presentation &amp; Exercise: Decision Theory in Negotiations, Part 3: Emotions</b>
4:25 pm – 4:45 pm	<b>Presentation: Communication in Negotiations</b>
4:45 pm – 4:50 pm	Break (complete survey)
4:50 pm – 5:00 pm	<b>Wrap-up session</b>

**WEDNESDAY, FEBRUARY 12, 2025**

9:00 am – 9:30 am	<b>Participant Sign-In</b>
9:30 am – 10:15 am	<b>Presentation &amp; Exercise: Negotiating Styles</b>
10:15 am – 10:40 am	<b>Presentation: Negotiating Tactics</b>
10:40 am – 10:55 am	Break
10:55 am – 11:55 am	<b>Performance: Negotiation Role-play Session #2</b>
11:55 am – 12:05 pm	Break
12:05 pm – 12:35 pm	<b>Role-play Debrief Discussion #2</b>
12:35 pm – 1:00 pm	<b>Survey, Lessons Learned, and Closing Remarks</b>