



Module 3: Techniques, Tactics & Strategies





Techniques, Tactics & Strategies

Stasis Theory





Stasis Theory: History and Background

- Developed in Ancient Greece and Rome
- Four core elements:
 - **Facts:** what happened
 - **Definition:** meaning or nature of the issue
 - **Quality:** seriousness of the issue
 - **Policy:** plan of action
- Where exactly do we disagree?
- Goal is to avoid people talking past one another

Stasis Theory: Facts

- Did something happen?
- What are the facts?
- Is there a problem/issue?
- How did it begin/what are its causes?
- What changed to create the problem/issue?
- Can it be changed?
- Where did we obtain our data, are the sources reliable?
- How do we know the sources are reliable?



Stasis Theory: Definition

- What is the nature of the problem/issue?
- What exactly is the problem/issue?
- What kind of problem/issue is it?
- Is it part of a broader class of things or events?
- What are its parts and how are they related?
- Who/what is influencing our definition of the problem/issue?





Stasis Theory: Quality

- Is the issue a good thing or a bad thing?
- How serious is the problem/issue?
- Whom might it affect (stakeholders)?
- What happens if we do nothing?
- What are the costs of solving the problem/issue?
- Who or what is influencing our determination on how serious the issue is?

Stasis Theory: Policy

- Should action be taken?
- Who should be involved in helping solve the problem/address the issue?
- What should be done about the problem?
- What needs to happen to solve this problem/address this issue?
- Who/what is influencing our determination of what to do about this problem/issue?
- How/why are these sources influencing our decision?



Stasis Theory: Example

Tina's grievance:

- Fact: Tina has been late three times this week. *Union and Agency agree – stasis.*
- Definition: Late arrival is a violation of the personnel policy. *Union and Agency agree – stasis.*



Stasis Theory: Example

Tina's grievance:

- Quality: Tina has made up the time she arrived late by staying after hours. *Union – the issue is less serious than someone who is late without making up the time. Agency – late arrival is a serious issue and making up the time is not allowed. = **Core area of disagreement.***
- Policy: What discipline will Tina be given? *Union and Agency agree that the policy book states that discipline for tardiness should be reasonable based on the seriousness of the offense = **stasis.***

STASIS THEORY & NEGOTIATIONS

*How could the bargaining process be improved by applying **stasis theory**?*