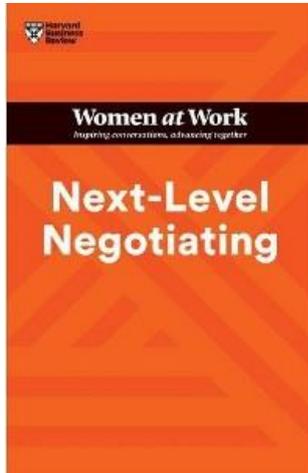


## PM WORLD BOOK REVIEW



Book Title: **Next-Level Negotiating** (HBR Women at Work Series)<sup>1</sup>

Authors: **Amy Gallo, Deborah M. Kolb, Suzanne de Janasz, and Deepa Purushothaman**

Publisher: Harvard Business Review (HBR Press)

List Price: \$24.95      Format: Soft cover, 224 pages

Publication Date: December 2022

ISBN: 13: 978-1-64782-433-4

Reviewer: **Dora Jara, PMP**      Review Date: January 2023

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### Introduction

This book appealed to me as it doesn't hurt to see what is being marketed towards women, especially in negotiating. Normally I avoid any "women" marketed subjects and events since they have often come off as an "us vs. them" angle. Since I happen to be woman who enjoys negotiating, it seemed fitting to review despite my known bias.

### Overview of Book's Structure

The layout and rhythm are well laid out. The four (4) sections with their corresponding subsets are relevant and tight. From preparation to negotiating your own terms, managing your emotions, and negotiating your role, responsibilities, and salary, it was an enjoyed journey. The footnotes were a favorite!

### Highlights

The research that went into this publication gives us key information about what women and women of color (WOC), encounter in the workplace. It provides insight into other English-speaking nations, so it is not specific to the United States. It gives a very balanced perspective on the common obstacles and solutions women facing negotiations encounter today. From studies done decades past going into 2022, it shows the journey of women and how they have perceived negotiating, how they approached it, avoided it, made mistakes, and had remarkable success achieved. It

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<sup>1</sup> How to cite this review: Jara, D. (2023). Next Level Negotiating, Women at Work, book review, *PM World Journal*, Vol. XII, Issue II, February.

did not come from an opinion-styled perspective, rather, it comes off as true investigative journalism where past oversights in researching were acknowledged, then addressed. Peer-reviewed data found in this book all the more solidifies it as a must-read for any woman in the business world.

### **Highlights: What I liked!**

It was practical and did not have a tone of victimizing women and demonizing men in business practices as has been very popular in recent years. Empirical data that at times surprised the authors was included and myths were addressed and dismissed when applicable.

My favorite section was on WOC. As a minority woman myself, it really does seem that WOC carry a dual role in many scenarios. We are looked up to as leading women, as leading minorities, and often are treated as though we should just be happy to be there. The book addresses how this basis has often been used to justify lower pay and over-tasking with multiple roles when compared to non-WOC. The authors share astute methods to manage and overcome these inequalities.

This book pinpointed the challenges of women negotiating while giving the most superb solutions. If you were to look at my copy of the book, you would find my many pencil markings highlighting vital points! Reading emotions and knowing how to use or remove them were also golden take-aways.

### **Who might benefit from the Book?**

If you are a woman and want to overcome fear of negotiating as well as excel and know what tactics and strategies to apply, this is the book for you. Add the bonus of all the reference points found where more resources can be explored, and you basically have your ticket to dive deeper. Truly, this book is for men and women where it is women that stand best to gain.

### **Conclusion**

This book did not waste my time, rather, it made me better and more self-aware of how I have previously negotiated and how negotiating will be better accomplished going forward. Read it. Thank you, HBR.

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## About the Reviewer



### **Dora Jara**

Little Elm, Texas, USA

**Dora Jara** is a Chicago native who grew up in the arts with a love for math, chess, finding creative solutions, and exploring. She has over ten (10) years of IT experience and project experience, PMP certified in late 2020. She can be contacted at [dorjara@live.com](mailto:dorjara@live.com)

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For more about this book, go to: [Women at Work \(hbr.org\)](https://www.hbr.org/product/next-level-negotiating-hbr-women-at-work-series/10581) or <https://store.hbr.org/product/next-level-negotiating-hbr-women-at-work-series/10581>

*Editor's note: This book review was the result of a partnership between the PM World Journal and the [PMI Dallas Chapter](#). Authors and publishers provide books to the PM World Journal; books are delivered to the PMI Dallas Chapter, where they are offered free to PMI members who agree to provide a review within 45 days; book reviews are published in the PM World Journal and PM World Library.*

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