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# Beyond Gender and Negotiation to Gendered Negotiations

by Deborah M. Kolb and [Kathleen L. McGinn](#)

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## About the Author



Kathleen L. McGinn  
Negotiation,  
Organizations &  
Markets

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## Abstract

Where do we start if we are interested in understanding how gender plays out in negotiations that take place within organizations? Do we start with women and men and explore their individual differences in thought, motivation, style, appetite for risk, and propensity to ask? This approach, primarily carried out in the laboratory, has dominated the recent study of gender in negotiations. Or do we start with belief systems and cultural patterns within organizations and explore ways in which these are gendered and result in gendered negotiations? This is the approach taken throughout this special issue.

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## Contact

Division of Faculty &amp; Research

Harvard Business School  
Soldiers Field  
Boston, MA 02163  
[infoservices@hbs.edu](mailto:infoservices@hbs.edu)

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