

Personnel Today

What does Brexit teach us about negotiation and litigation?

Personnel Today - By [Paul Quain](#) & [Lisa Rix](#) - 7 May 2019

After more than two years of watching politicians grapple with one of the most complex negotiations the UK has ever been involved in, [Paul Quain](#) and [Lisa Rix](#) consider what we can learn from this in the context of employment disputes.

Knowing what you want to achieve

Before entering any negotiation, it is important to know what you want to get out of it. In an employment context, this means making sure that your key stakeholders – perhaps the board, shareholders, senior management or even the workforce as a whole – have something close to a united view about what they want to try to obtain.

The government knew after the 2016 referendum that the UK wanted to leave the EU, but there was no consensus of how to do so. In the UK's case some of the stakeholders had effectively a veto over the ultimate decision, so their buy-in needed to be obtained before the negotiations started. Needless to say that did not happen and we can see the problems that has created.

You can read the full article [here](#).
