

Workshop Overview

This cutting edge session discusses organizational politics:

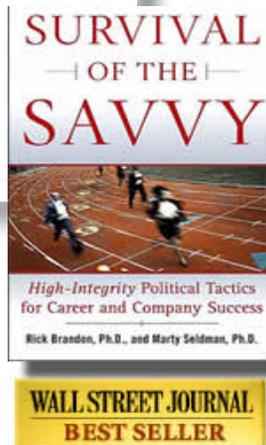
- *Openly*—instead of whispering about it behind closed doors, sweeping it under the carpet, or whining at the water cooler.
- *Positively*—as ethical politics and strategic influence instead of thinking politics is a dirty word.
- *Objectively*—so a foggy, vague issue is solved with a systematic map for navigating power and politics.

Organizational Savvy's messages include:

- *The Ethical Politics Wake-Up Call* – an inspiring business rationale for entering the company politics arena.
- *Leveraging Your Political Style* – discovering the strengths and risks of your organizational politics mind-set and how to influence stakeholders with various Political Styles.
- *Organizational Savvy Skills* – vital strategies for navigating organizational politics with integrity.

Organizational Savvy's courseware deliverables are:

- ✓ Prework 65-item online *Savvy Self-Assessment*.
- ✓ In-class Participant Workbook.



Benefits to Participants

Our flagship two-day workshop adjusts attitudes about power and politics, confronts naiveté about hidden organizational dynamics, and provides practical political skills for building organizational impact with integrity. The course helps you:

- Navigate organizational politics and power.
- Achieve strategic influence, recognition, and credit.
- Sell your ideas and positively impact the enterprise.
- Ensure your career satisfaction and growth.
- Build role credibility for your entire team.
- Prevent and protect yourself from being passed over, underestimated, marginalized, or sabotaged.

Learning Objectives

- Practical, non-manipulative strategies to enter the ethical politics arena (e.g., networking, reading the system and unwritten rules, promoting yourself, selling your ideas, managing your corporate “buzz,” building your power base, and others).
- Recognize Political Styles, what influences them, and how to avoid the dangers of style extremes.
- Defuse any upset you have about politics as part of organizational life, so you become street-smart.
- Use astute influence vocabulary to present or challenge ideas according to the power dynamics.
- Detect and manage hidden agendas, sabotage, and deception that can scorch company resources and reputations.

Benefits to the Organization

As participants improve their results and careers through increased influence and impact, their companies receive payoffs:

- Healthier attitudes about politics —with reduced complaints, stress or attrition due to this organizational fact of life.
- Functional areas become strategic partners.
- Empowered employees who network for cross-organizational collaboration and learning.
- A high-integrity work environment for a healthier company and positive reputation.
- A stronger leadership bench strength with ethical, competent people in positions of positive power.

organizational Savvy

NOW FEATURES THE 65-ITEM ONLINE ASSESSMENT

Workshop Agenda

DAY ONE:

AWARENESS OF POLITICS AT WORK

The Need for Organizational Savvy

Through a revealing Baseline Attitudes Activity and dramatic business rationale, you'll receive a provocative ethical politics "wake-up call." You'll learn clues that you may have political blind spots or ignore the role of politics in your success.

Two Political Styles

We reveal two colliding Politics Styles. Each has its own world view about organizational politics, influence, power, image and promotion. You'll diagnose your Style with its strengths and risks — and learn to influence the other Styles.

Savvy Skills Assessment

You'll discuss the most critical Savvy Skill Sets for your job by debriefing your prework online *Organizational Savvy Assessment*, available either in a Self-Rater or Multi-Rater format.

Organizational Savvy Case Study 1

You'll explore a real-world case study to practice recognizing the major Political Styles and discuss how the 13 Organizational Savvy skills could help.

Savvy Attitudes

Instead of letting politics trigger intimidation or outrage, you'll alter your attitudes about this fact of organizational life. Piercing the emotional veil around politics is liberating and key for each skill.

DAY TWO:

HIGH-INTEGRITY SAVVY STRATEGIES

Read the Politics and Your Corporate Buzz

You'll uncover power trends and the unwritten rules of your company. You'll learn the real company "scorecard for success" and discover your corporate buzz—your reputation.

Manage Perceptions

Once you know your reputation, fair or not, you'll learn ethical tactics for reshaping this "buzz." You'll leave with a concrete plan for altering negative perceptions about you and your team. Reputation management is a cornerstone of Organizational Savvy.

Street-Smart Savvy Skills

You'll learn action strategies through 13 Skill Sets to improve your visibility, power image, and credibility while handling turf, ego, and hidden agendas. Every ethical politics tactic allows you to retain your moral compass as you navigate organizational politics.

Savvy Influence Vocabulary

Political deftness includes skills for presenting your ideas and challenging the ideas of powerful seniors or stakeholders without triggering resistance. You'll balance verbal discipline with candor so you can fly under the ego-radar of overly political colleagues.

Ethical Lobbying

Agile leaders identify stakeholders, study agendas, and map out an influence plan to pre-sell proposals and ideas. You'll strategize and practice a plan to influence a back-home decision-maker.

Political blind spots and organizational naiveté can result in:

- ✓ inability to sell ideas
- ✓ failure to receive appropriate credit for work
- ✓ missing your organization's hidden criteria for success
- ✓ being sabotaged by others
- ✓ being underestimated or pigeon-holed
- ✓ lacking a network of allies and advocates
- ✓ a negative image within your team or your company
- ✓ career stagnation or job loss



Organizational Savvy Skills Pyramid