

## ORGANIZATIONAL POLITICS WORKSHOP

**PURPOSE:** The purpose of the Organizational Politics Workshop (OPW) is to help participants learn how to become a more effective manager in the face of the natural and necessary political activity found in organizations. The premise of OPW is that political activity is a critical skill for success in any organization and is vital to getting things done. Furthermore, organizational politics shaped by institutional values need not be a negative process, but one that creates opportunity, growth and achievement. All of the following factors are explored: Organizational politics is shaped by different goals, styles, capabilities, and personal philosophies, an organization is a conversation; results cannot be achieved by individuals alone; employees must both cooperate and compete for scarce resources to get things done; formal authority alone is insufficient for achieving goals; and the work of an organization is always interdependent across levels and functions.

**LEARNING OUTCOMES:** As a result of attending OPW, participants will be able to:

- Describe the journey of political effectiveness.
- Explain a more realistic perspective of organizational politics.
- Identify the benefits and pitfalls of political activity.
- Use selected three analytical tools to navigate organizational politics.
- Estimate the level of personal, political competency.
- Identify areas to make some personal improvements.

**LENGTH:** One Day 09:00 – 16:00

**IACET CEU:** 0.55 CEU

**BENEFITS:** A stimulating use of practice sessions, application exercises, feedback, and discussion of the real-life challenges faced by the participants. Participants are able to develop strategies for dealing with their own work situations. The program can be expanded to two days to include special client needs and more skill building problems

### PROGRAM OUTLINE

TIME	TOPIC
9:00	<b>OVERVIEW AND EXPECTATIONS</b> <ul style="list-style-type: none"> <li>• Purpose and objectives</li> <li>• Summary of desired outcomes of participants</li> </ul>
9:15	<b>THE NATURE OF POLITICAL ACTIVITY</b> <ul style="list-style-type: none"> <li>• Purpose, role and attitudes about political activity</li> <li>• Defining political activity</li> <li>• The journey of political effectiveness</li> </ul>
9:45	<b>NAVIGATING THE POLITICAL LANDSCAPE</b> <ul style="list-style-type: none"> <li>• Profiling &amp; scoping the political landscape</li> <li>• Power distribution mapping tool</li> </ul>
10:45	<b>BREAK</b>
11:00	<ul style="list-style-type: none"> <li>• Political negotiation &amp; contracting tool</li> <li>• Culture and political activity</li> <li>• Political activity and emotional intelligence</li> <li>• Application case - assessing political savvy</li> </ul>
12:30	<b>LUNCH</b>
1:30	<b>THE DYNAMICS OF POLITICAL SAVVY</b> <ul style="list-style-type: none"> <li>• Sources of political influence</li> <li>• Building and exercising personal power through influence</li> </ul>
2:15	<b>BREAK</b>
2:30	<b>APPLICATION EXERCISE</b> <ul style="list-style-type: none"> <li>• Choice among options when dealing with difficult, but normal political activity</li> <li>• Application of the planning tools and political skills covered during the day</li> <li>• Identification of effective strategies and antidotes to political problems</li> </ul>
4:00	<b>END</b>