

# HERE'S HOW Organizational Savvy ADDRESSES BUSINESS NEEDS

**LEADERSHIP BENCH STRENGTH.** Building leadership pipelines and bench strength within larger companies is a mission critical business need. Increased Savvy is key at career turns— especially the higher one climbs in an organization, after a merger or acquisition, and during a major transition (growth or downsizing). Many leadership models now cite “Political Savvy” as a cutting edge competency.

**STRATEGIC INFLUENCE.** Influence programs address the interpersonal dimension of influence through communication skills, but few programs address the strategic dimension of influence. The dynamics of power, politics, promotion of one’s contributions, and perceptions of people and teams all impact influence. Often, decisions about advancement, resource allocation, and project approval have more to do with perception and power than one’s ideas and results.

**POSITIVE POLITICS.** The course gauges and manages the political health of companies, shifting attitudes to compel Overly Political people to tone it down and Under-Political people to realize that “politics” does not have to be a dirty word— we can practice ethical politics so that good, competent people achieve positive power.

**ETHICAL CULTURES TO PREVENT SCANDALS.** We leverage ethics training, Codes of Ethics, and Core Values of “integrity,” since the most ethical person may not know who to trust, how to detect deception, or how to manage power plays, manipulation, and sabotage. Clients use Savvy to cultivate high-integrity company cultures, especially after being scorched by a scandal.

**EMPLOYEE RETENTION.** We curb attrition since fewer people leave due from disgust, resentment, or despair about “politics;” they learn to cope and compete ethically. Morale, time management, motivation and performance are improved while high-integrity employees gain power.

**DIVERSITY.** Inclusiveness initiatives need to equip marginalized groups with vital tools. We helped women’s councils break through the glass ceiling and manage careers at Avon, Deutsche Bank, Citibank, UBS, and Credit Suisse. Jackson State’s Black Executives Program asked us to install Savvy to enrich perspective and influence skills of African American businesspeople.

**ENHANCED TECHNICAL CONSULTING.** If functional areas—highly technical ones like IT or Finance— are forging a consultative identity for itself within their enterprise, Savvy Skills of networking, managing perceptions, enhancing power image, savvy communication, and balanced self-promotion help them to be valued, strategic business partners “at the table.”

**CAREER MANAGEMENT.** Organizational Savvy aids career management, thereby helping good, competent, and loyal people achieve leadership roles within high-integrity corporations.

**HIGH POTENTIALS DEVELOPMENT.** “High Potentials” find immediate relevance in the Savvy Skills since they prevent early career derailment and enrich broader Hi-Po training and development programs.

**TEAM BUILDING.** Astute leaders view Savvy as the often ignored and toughest criterion of a three-legged selection stool for building a high-impact team (the other two variables being competence and integrity).

**CURRICULUM ENHANCEMENT.** L&D decision-makers install *Organizational Savvy* as a provocative, intriguing course to enrich tired, “same-old, same-old” curriculum. Often swept under the carpet, we treat an otherwise nebulous issue systematically, positively and openly, so that politics become less shady or subjective.



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