

Webinar 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* – seeing the strengths and risks of your Political Style and how to influence other Styles.
- *Organizational Savvy Skills* – vital strategies for navigating organizational politics with integrity.



Learning Objectives

- Identify different *Political Styles*, better influence them, leverage your own political style strengths, and avoid the dangers of style extremes.
- Recognize clues of a power-driven, overly political colleague or boss, so that you can protect yourself.
- Defuse any upset you have about politics as part of organizational life, so you become street-smart.
- Implement practical, non-manipulative *Savvy Skills* for entering the ethical politics arena, such as:
 - Strategic networking,
 - Reading the system and unwritten rules,
 - Promoting your team's contributions,
 - Selling your ideas,
 - Managing your corporate “buzz,”
 - Respecting ego when challenging ideas.

Benefits to Participants

This four-session webinar adjusts attitudes about power and politics, confronts naiveté about these hidden dynamics, and provides practical political skills for building organizational impact with integrity. The course helps you:

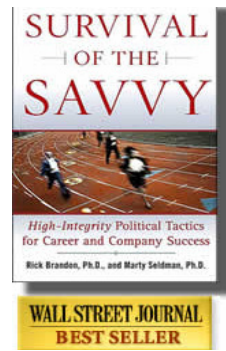
- Navigate organizational politics and power.
- Achieve strategic influence, recognition, and credit.
- Sell your ideas and positively impact the enterprise.
- Ensure your career satisfaction and growth.
- Build role credibility for your entire team.
- Prevent and protect yourself from being passed over,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

Benefits to Your Organization

As participants improve their results and careers through increased influence and impact, their organizations 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 network strategically, prompting collaboration and innovation.
- A high-integrity work environment for a healthier organizational and external reputation.
- Stronger leadership bench strength with ethical, competent people in positions of positive power.

organizational savvy



MODULE ONE (2 HOURS)

*ETHICAL POLITICS WAKE-UP
CALL AND POLITICAL STYLES*

MODULE 1 PRE-WORK

- 1) Read Program Overview & Schedule
- 2) Read Political Styles Article
- 3) Complete 1-page Political Style Checklist

MODULE 1 TOPIC FLOW

- Welcome & Logistics
- Baseline Reactions & Attitudes
- Learning Goals/Agenda for Four Modules
- Business Rationale: Ethical Political Savvy
- Politics Tip-Offs: Signals You Need Savvy
- Political Style: Strengths & Self-Checklist
- Political Style: Risks of Extremes
- Bringing the Styles to Life: Seeing Styles in Yourself, Your Team & Your Enterprise
- Wrap-Up & Module 2 Pre-Work

MODULE TWO (2 HOURS)

*SAVVY SKILLS PYRAMID AND
POLITICAL AWARENESS SKILLS*

MODULE 2 PRE-WORK

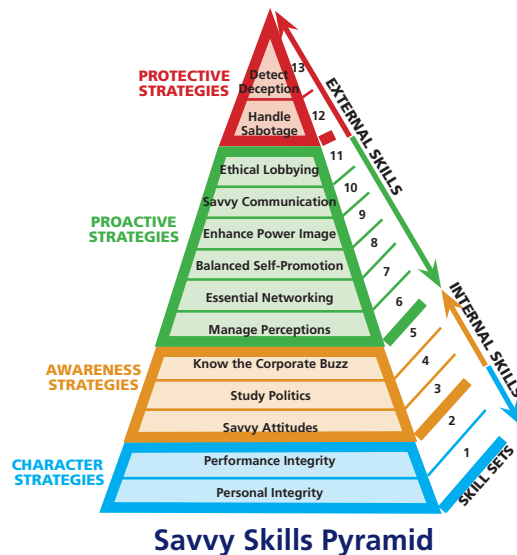
- 1) Read Case Study & Plot Political Styles
- 2) Read *Know the Buzz* Article & Worksheet
- 3) Take Online *Savvy Skills Self-Assessment*

MODULE 2 TOPIC FLOW

- Welcome, Questions, & Module Agenda
- Review: Case Study 1 (Pre-Work Debrief)
- Org Savvy 13-Skill Pyramid Orientation
- Discuss *Savvy Skills Self-Assessment*
- Savvy Attitudes: Self-Talk & Reframing Power & Politics
- Study Politics, Power, & Unwritten Rules
- Know the Corporate “Buzz”
- Wrap-Up & Module 3 Pre-Work

WEBINAR

- ✓ Four 2-Hour Modules (over 2 or 4 weeks)
- ✓ Pework 65-item Online *Savvy Self-Assessment*
- ✓ Webinar Participant “Workbooklets”
- ✓ Best-Seller Book, *Survival of the Savvy*
- ✓ Follow-Up Tools & 52 Weekly Email Tips



IN-HOUSE OR PUBLIC WEBINARS

You can schedule a dedicated *Organizational Savvy Webinar* for your employees, or you can take advantage of our Public Webinar offerings with employees from multiple companies if you do not have enough participants for an in-house session.

OPTIONAL MODULE FIVE PROTECTIVE SKILLS

- Address Hidden Agendas
- Prevent & Handle Sabotage
- Detect Deception & Protect the Organization’s Resources & Reputation as a Steward and High-Integrity Leader

MODULE THREE (2 HOURS)

*SAVVY SKILLS PYRAMID AND
POLITICAL AWARENESS SKILLS*

MODULE 3 PRE-WORK

- 1) Discuss *Assessment* Results with Partner
- 2) Read *Elevator Speech* Article & Prep Speech
- 3) Read *Network Mapping* Article & Prep Map

MODULE 3 TOPIC FLOW

- Welcome, Questions, & Module Agenda
- Manage Perceptions & Your “Buzz”
- Essential Networking Benefits & Tactics
- Network Mapping (Debrief Pre-work)
- Balanced Self-Promotion Tactics
- Generate Ways to Convey Contribution
- Elevator Speeches (Debrief Pre-work)
- Enhance Your Power Image
- Elicit Tactics to Pump Up Power Image
- Wrap-Up & Module 4 Pre-Work

MODULE FOUR (2 HOURS)

*SAVVY COMMUNICATION AND
ETHICAL LOBBYING*

MODULE 4 PRE-WORK

- 1) Read Case Study 2 & Plot Political Styles
- 2) Prep *Ethical Lobbying* Article & Worksheets
- 3) Discuss Plan to Manage “Buzz” in Pairs

MODULE 4 TOPIC FLOW

- Welcome, Questions, & Module Agenda
- Review: Case Study 2 (Pre-Work Debrief)
- Respect Ego & Turf
- Astute Influence Vocabulary Ideas
- Challenge Ideas: Balanced Responses
- Ethical Lobbying (Debrief Pre-Work)
- *Action Auction* to Target Skills Value
- Wrap-Up & Post-Work Reinforcement Tools & E-Mail Series