

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 content buckets include:

- **The Positive Politics Business Case**— an inspiring business rationale for entering the ethical politics arena.
- **Leveraging Political Styles** – discovering the strengths and risks of your organizational politics mind-set and how to influence stakeholders with various Political Styles.
- **Implementing Organizational Savvy Skills** – vital skills for navigating organizational politics with integrity.

Virtual Course Deliverables

- ✓ Two 2-Hour Modules or One 4-Hour Module
- ✓ Pework 65-item Online *Savvy Self-Assessment*
- ✓ Participant "Workbooklets"
- ✓ Best-Seller Book, *Survival of the Savvy*
- ✓ Follow-Up Tools & 52 Weekly Email Tips



Benefits to Participants

This two-session course adjusts attitudes about power and politics, confronts naiveté about these hidden dynamics, and provides practical political skills for building organizational impact with integrity. The virtual workshop 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

- Defuse any upset you have about politics as part of organizational life, so you become street-smart.
- Identify different *Political Styles*, better influence them, leverage your own political style strengths, and avoid the dangers of style extremes.
- Identify 13 practical, non-manipulative *Savvy Skills* for entering the ethical politics arena, such as:
 - Reading the power trends and unwritten rules.
 - Building strategic alliances and network maps.
 - Promoting your team's value and contributions.
 - Respecting ego when challenging ideas.
 - Firmly presenting ideas and recommendations.
 - Tactfully challenging others' ideas.
 - Addressing hidden agendas with care.
 - Stakeholder analysis and selling your ideas.
 - Managing sabotage and deception.
- "Deep-Dive" into two key positive politics Skill Sets for impression management, the heart of politics

Benefits to Your Organization

As participants improve their results and careers through increased influence and impact, their organizations receive these 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.

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VIRTUAL COURSE



**FEATURES THE
65-ITEM ONLINE SAVVY
SKILLS ASSESSMENT**

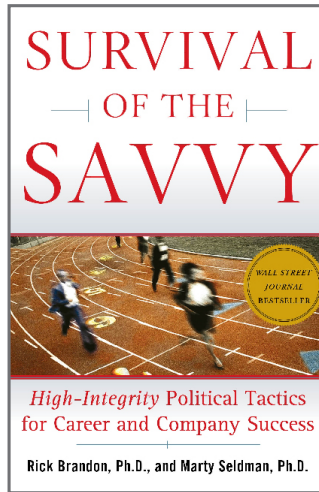
MODULE ONE (2 HOURS) POSITIVE POLITICS RATIONALE, POLITICAL STYLES, AND SAVVY SKILLS OVERVIEW

MODULE 1 PRE-WORK

- 1) Read Program Overview & Schedule
- 2) Online *Savvy Skills Self-Assessment*
- 3) *Ethical Lobbying* Reading

MODULE 1 TOPIC FLOW

- Welcome & Overview
- Learning Goals/Agenda
- Baseline Reactions & Attitudes
- Business Rationale: Ethical Political Savvy
- Political Style: Strengths & Self-Checklist
- Political Style: Risks of Extremes
- Bringing the Styles to Life: Applying Styles
- Savvy Skills Pyramid Overview
- Assessment Debriefing



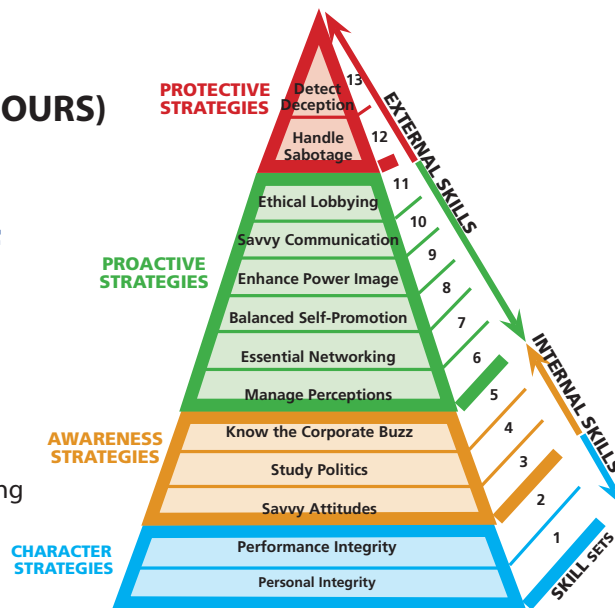
Political blind spots and organizational naiveté can result in:

- ✓ 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

MODULE TWO (2 HOURS) IMPRESSION MANAGEMENT, PROMOTING ONESELF AND ONE'S IDEAS

MODULE 2 TOPIC FLOW

- Welcome, Questions, & Agenda
- Knowing Your Corporate Buzz
- Managing Negative Perceptions
- Essential Networking and Mapping
- Balanced Self-Promotion
- Elevator Speeches
- Ethical Lobbying
- Wrap-Up & Reinforcement Tools



Organizational Savvy Skills Pyramid

BRANDON PARTNERS

Corporate Training in Organizational and Interpersonal Savvy