

## One-Day Clinic Overview

This cutting edge session discusses organizational politics:

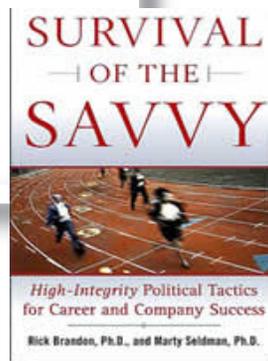
- *Openly*—instead of whispering about it behind closed doors, sweeping it under the carpet, or whining at the water cooler.
- *Positively*—as ethical politics and strategic influence instead of thinking politics is a dirty word.
- *Objectively*—so a foggy, vague issue is solved with a systematic map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



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## Benefits to Participants

This one-day clinic 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.

## 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 the 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

**NOW FEATURES THE 65-ITEM ONLINE ASSESSMENT**

## One-Day Clinic Agenda

### MORNING

#### AWARENESS OF POLITICS AT WORK

##### Module 1: 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.

##### Module 2: 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.

##### Module 3: Savvy Skills Assessment and Strategies Overview

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.

##### Module 4: Savvy Self-Talk & Studying Politics

In this Clinic, we do not teach these in depth. but you'll get an orientation to self-talk attitudes for coping with political situations, note the role of informal power trends and the unwritten rules.

##### Module 5: 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.

### AFTERNOON

#### HIGH-INTEGRITY SAVVY STRATEGIES

##### Module 6: 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.

##### Module 7: Essential Networking

You'll expand your idea of networking, learn its political and power benefits, discuss tactics, and receive a practical tool for focused, strategic Network Mapping.

##### Module 8: Balanced Self-Promotion

Leadership credibility and team credibility is sparked when you are not "the best kept secret" in the company. You'll learn ethical tactics for receiving deserved credit for contributions to the organization.

##### Module 9: Respecting Ego and Turf with 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.

##### Module 10: Ethical Lobbying

Agile leaders identify stakeholders, study agendas, and map out an influence plan to pre-sell proposals and ideas. You'll learn to craft a strategic plan for influencing 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

#### TWO-DAY PROGRAM OPTION

Our two-day flagship program teaches even more Savvy Skills, including Enhances Power Image, Handles Sabotage, Detects Deception, and two Case Studies.

**BRANDON PARTNERS**



**Organizational Savvy Skills Pyramid**