

Half-Day Briefing Overview

This cutting edge session discusses organizational politics:

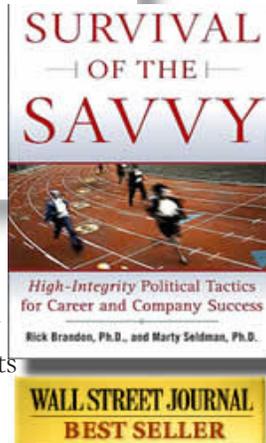
- *Openly*—instead of whispering about it behind closed doors, sweeping it under the carpet, or whining at the water cooler.
- *Constructively*—as ethical politics and strategic influence enabling good people to make a positive impact.
- *Objectively*—so business leaders have a concrete map for systematically 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:

- ✓ Pework 65-item online *Savvy Self-Assessment*.
- ✓ In-class Participant Workbook.
- ✓ Best-seller book, *Survival of the Savvy*.



[NOTE: You'll only be introduced to these skills by completing and debriefing a 65-item online *Organizational Savvy Assessment*. To fully learn and practice the skills, you may want to consider our full-day or two-day workshop.]

Benefits to Participants

This half-day introduction to Organizational Savvy 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*, your own Political Style strengths, and the risks of your Style.
- Protect yourself from a power driven, overly political colleague or boss, or from an under-political one who blocks your influence and impact.
- Defuse any upset you have about politics as part of organizational life, so you become street-smart.
- Understand 13 ethical, non-manipulative *Savvy Strategies*, such as strategic networking, reading the unwritten rules, selling ideas, managing your “buzz,” and respecting ego and turf.

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

Half-Day Briefing Agenda

Module 1: A Business Rationale for Organizational Savvy

You'll receive a provocative "Ethical Politics Wake-Up Call" through understanding a compelling business rationale for the increasingly vital workplace and leadership competency of political savvy.

Module 2: A New Definition of Organizational Politics

Instead of viewing all politics as evil and over-reacting to this inevitable fact of organizational life, you'll learn to redefine workplace politics as a potentially constructive force, and to understand two cornerstone questions that convert "ethical politics" from a nonsensical oxymoron to a realistic vehicle for transforming leadership and businesses.

Module 3: Organizational Politics Tip-Offs

You'll learn the clues that you may have political blind spots or may have ignored the role of politics in your success. You'll discuss key red-flag signals that have been assembled from empirical evidence through experience in coaching thousands of derailed managers and executives over 20 years.

Module 4: Leveraging Political Styles

We reveal various 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 through an intriguing *Style Strengths Finder* checklist, small-group discussions of the dangers of Political Style extremes— to the person, the team and the enterprise— and a large-group interactive activity to identify Political Styles of individuals and companies.

Module 5: Organizational Savvy Assessment and Skills 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. Your personalized Scoring and Interpretation Guide will help you learn which of the 13 Organizational Savvy Skills deserve attention given your Style, role, function, level, company culture, and profile of savvy strengths and areas for improvement.

Module 6: Integrative Case Studies

In this half-day Briefing session, we cannot teach each Savvy Skill, but you'll have enough of an orientation to each strategy through the *Assessment* to analyze provocative real-company scenarios to discuss which Savvy Skills could have helped the protagonists, and you'll reinforce your Political Style recognition skills.

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

ONE-DAY OR TWO-DAY PROGRAM OPTIONS

While the half-day *Organizational Savvy Briefing* is an excellent door-opener to this vital competency, our one-day *Organizational Savvy Clinic* and two-day flagship *Organizational Savvy Workshop* actually spend time with some or all of the Organizational Savvy Skills Pyramid shown to the right, along with far more practice, experiential activities, case studies, and links to back-home dilemmas.

