Politics @ Work

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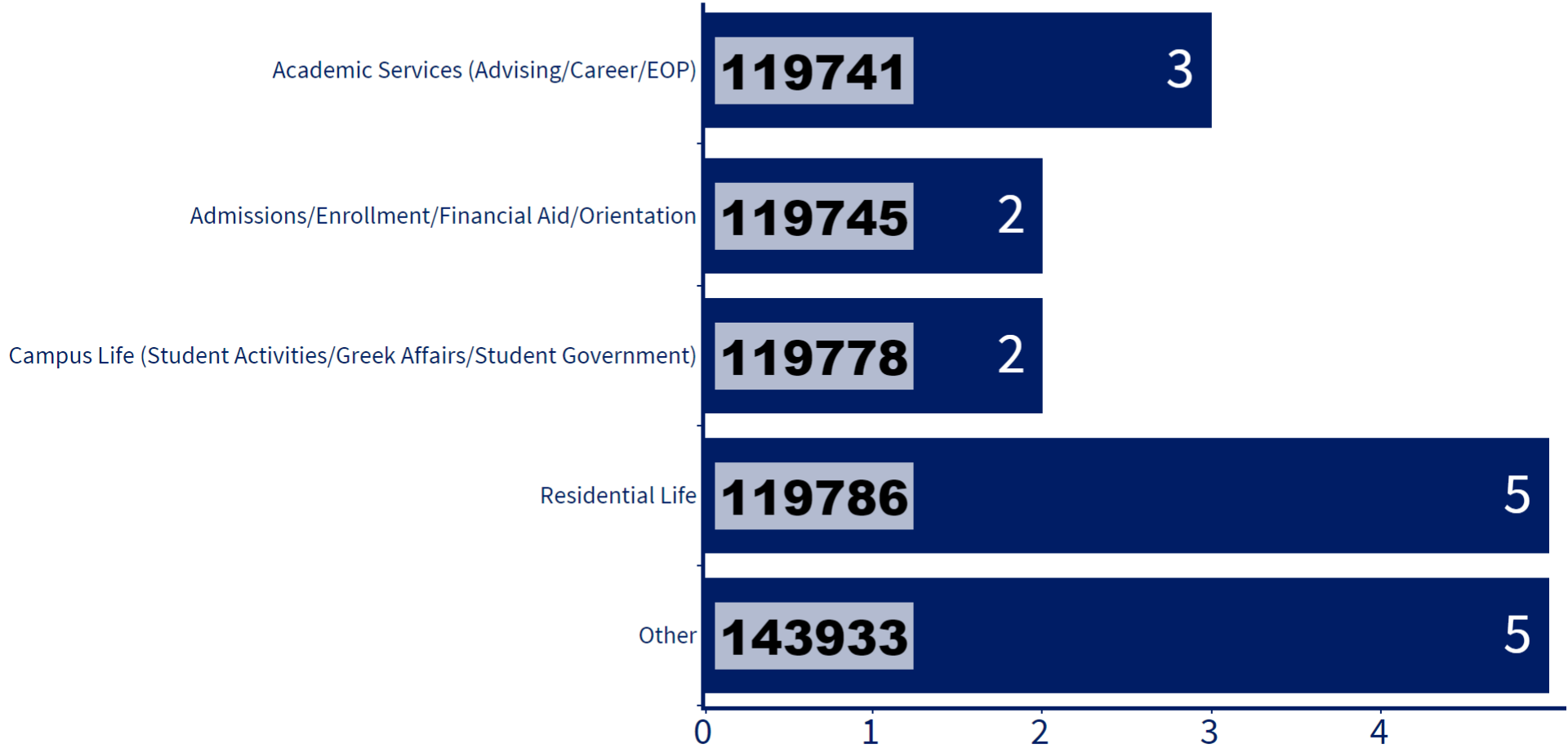
Who's here?

Text a **CODE** to **37607**

Answers to this poll are anonymous



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What is one word that comes to mind when you think of politics in the workplace?

Text **304872** and your message to **37607**

Answers to this poll are anonymous

Politics in the workplace...

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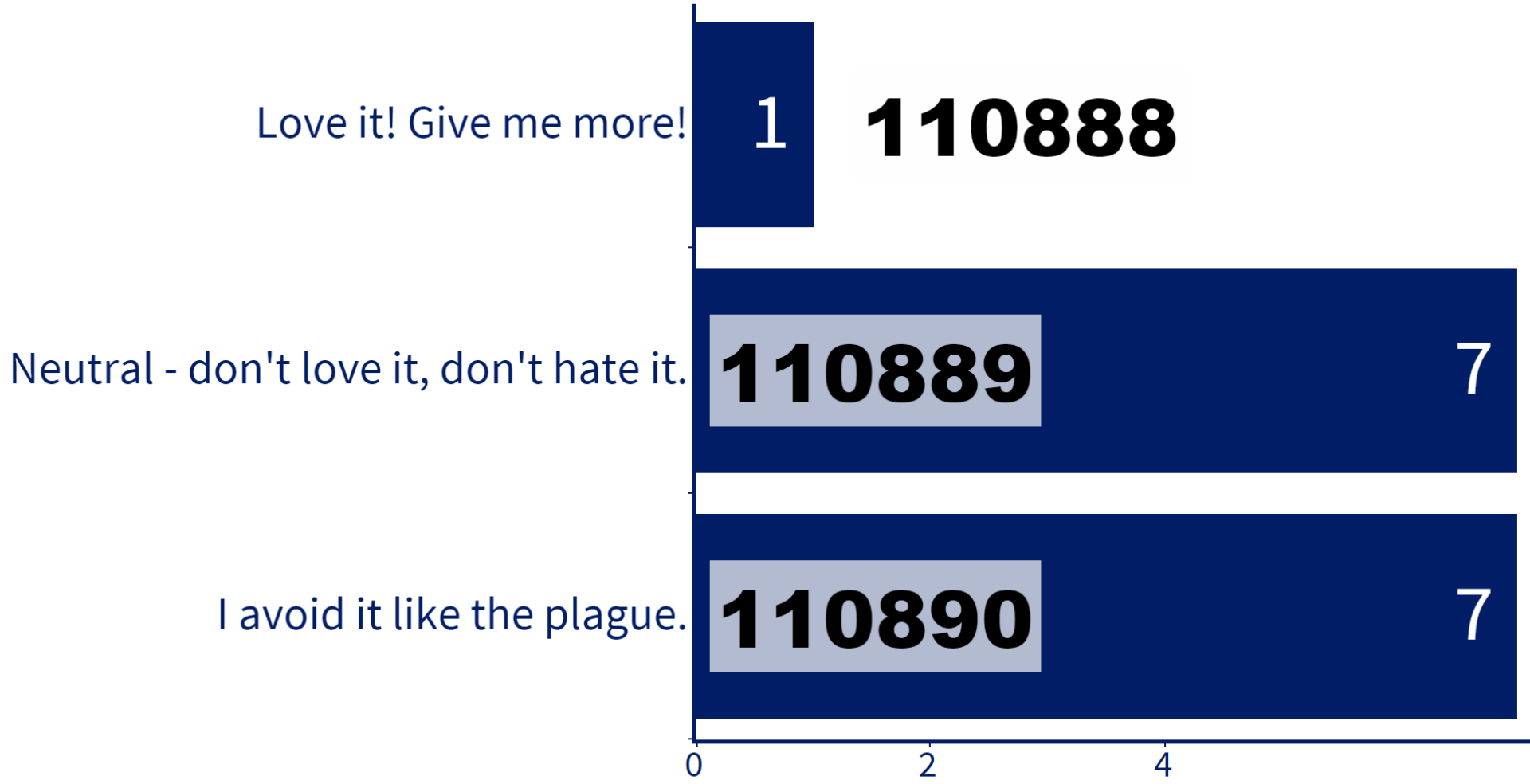

Think about your workplace. Is it:

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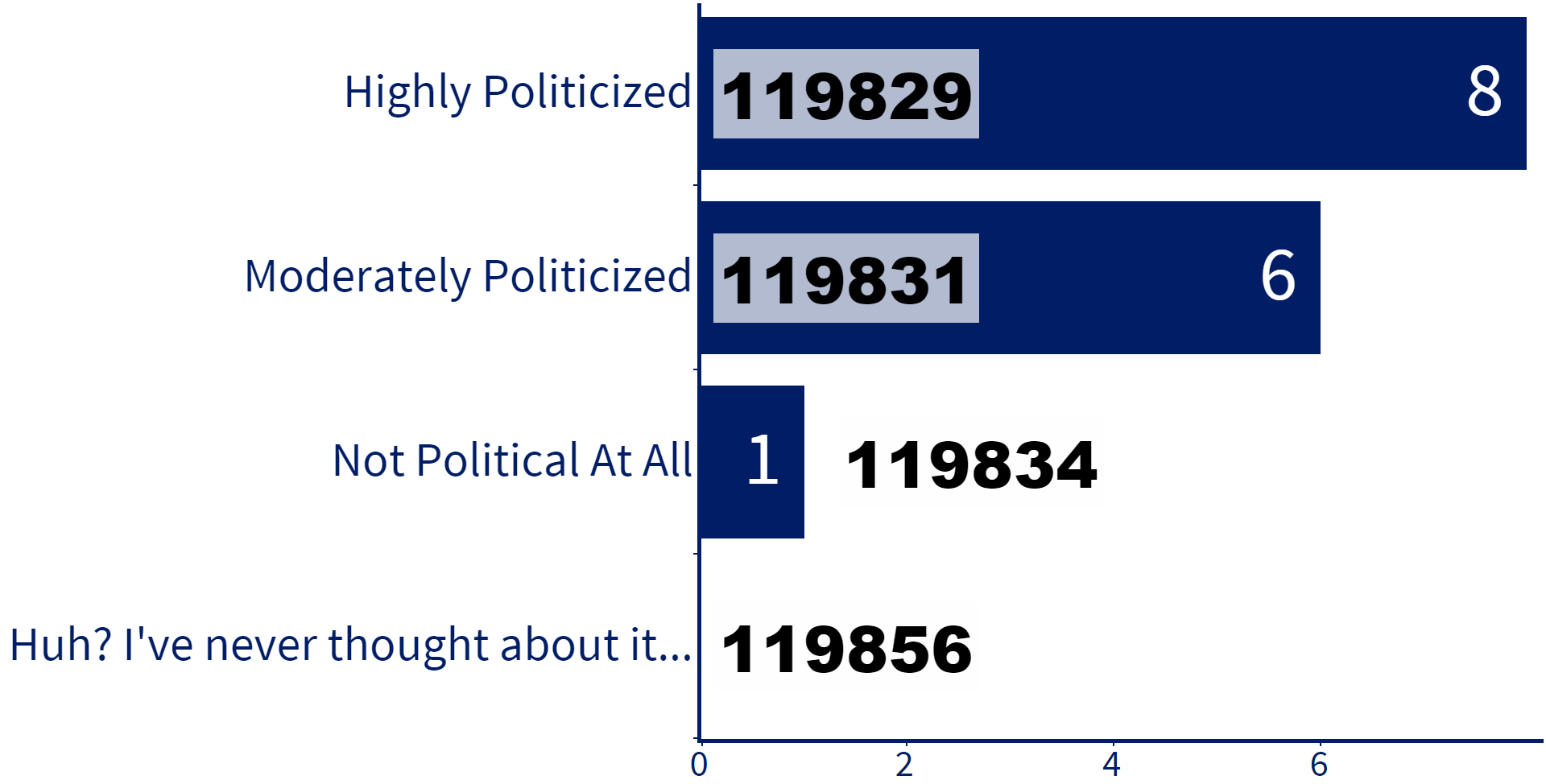


What is one word you associate with positive politics?

Text **119861** and your message to **37607**

Today's Agenda

- Welcome and Exploration
- Negative Views of Politics
- Positive Politics
- Developing Political Acumen
- Wrap Up and Resources

Guidelines for Engagement

Session Objectives

- Participants will learn techniques to proactively manage politics in the workplace
- Participants will engage in dialogue about experiences with politics in the workplace
- Participants will consider their level of political acumen in order to create an action plan

Discussion Prompt

1. What challenges do you have with politics in the workplace?

2. At what **level** do the challenges exist:
   a. Peers
   b. Superiors
   c. Institutional

Negative Views of Politics

Dark Side of Politics

Terms/Definitions

- **Politics**: influencing actions and policies
- **Political Acumen**: keenness, discernment
- **Power**: something you have
- **Influence**: something you do

What does this have to do with Leadership?

Positive Politics

Currencies in Organizations

Group Activity

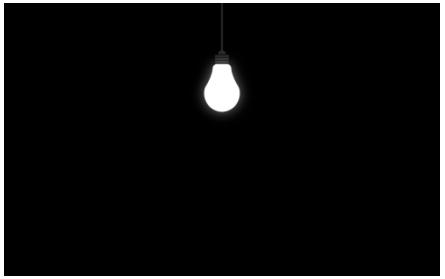
1. Decide on a previous experience with politics at work

2. Identify the following:
   a. Three things that went well
   b. Three things that did **not** go well
   c. Three wishes for next time

The Negative Side

- Win-Lose
- Egocentric
- Fear
- Greed
- Silos
- Controlled
- Power
- Lies

The Dark Side



- Backstabbing
- Undermining
- Turf warfare
- Conflict
- Removing rivals
- Set-ups

The Positive Side

- Win-win
- Reconciling
- Contribution
- Creation
- Collaboration
- Act of Service

Political vs. Effective Leader

Political	Effective Leader
Kissing up	Developing Relationships
Arrogant	Confident
Covering your rear	Documenting
Forming coalitions	Facilitating networks
Creating conflict	Fostering change, innovation
Scheming	Planning ahead
Opportunistic	Astute

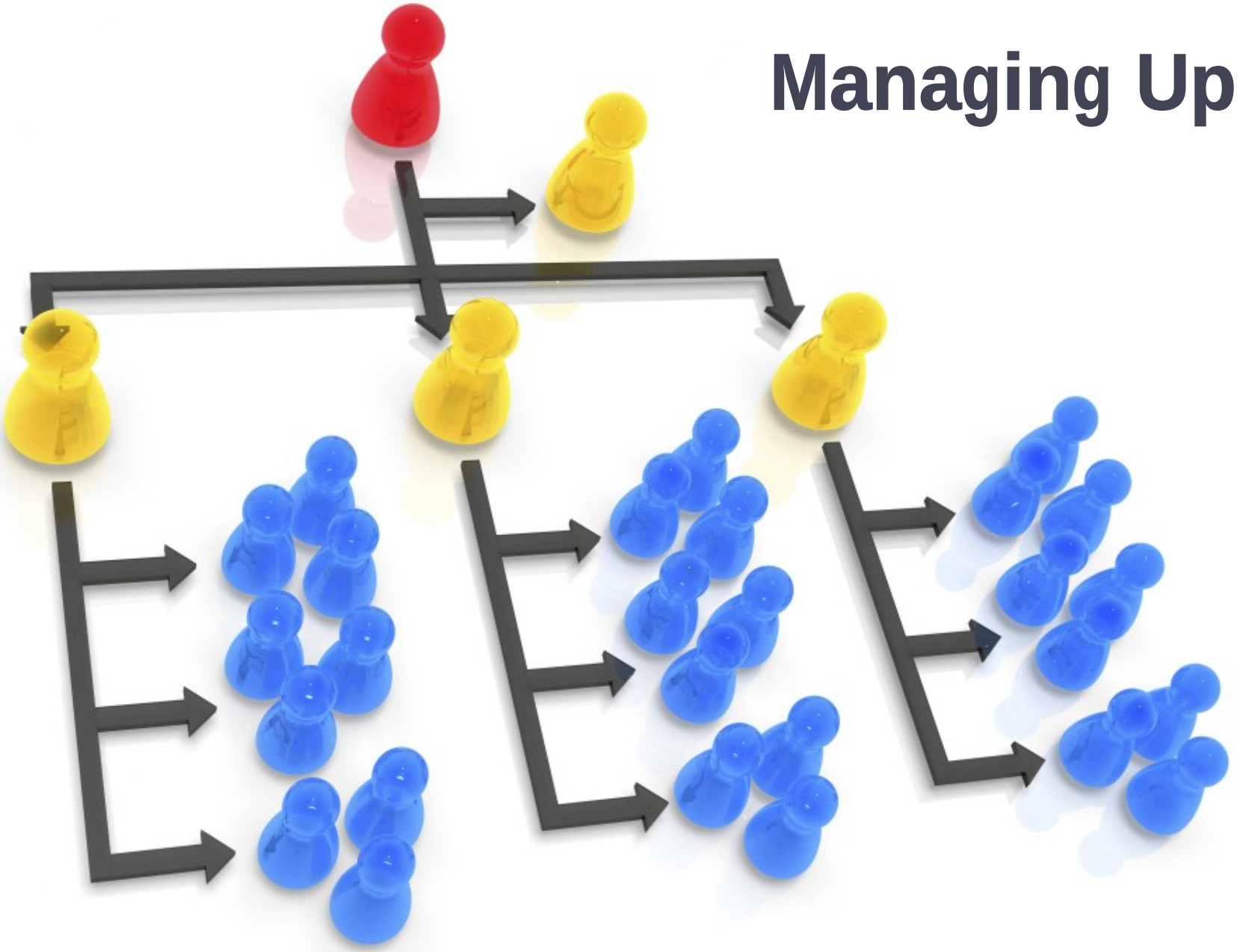
Political Acumen

High Performance + Great Relationships

Activities

- Share information
- Work cross-functionally
- Connect people
- Connect systems
- Gossip wisely

Managing Up



Building a Relationship of Trust & Respect

PROTECTIVE STRATEGIES
Detects Deception
13
Handles Sabotage
12
EXTERNAL SKILLS
11
Ethical Lobbying
10
Savvy Communication
9
PROACTIVE STRATEGIES
Enhances Power Image
8
Balanced Self-Promotion
7
Essential Networking
6
Manages Perceptions
5
INTERNAL SKILLS
AWARENESS STRATEGIES
Knows the Corporate Buzz
4
Studies Politics
3
Savvy Attitudes
2
CHARACTER STRATEGIES
Performance Integrity
1
Personal Integrity
SKILL SETS

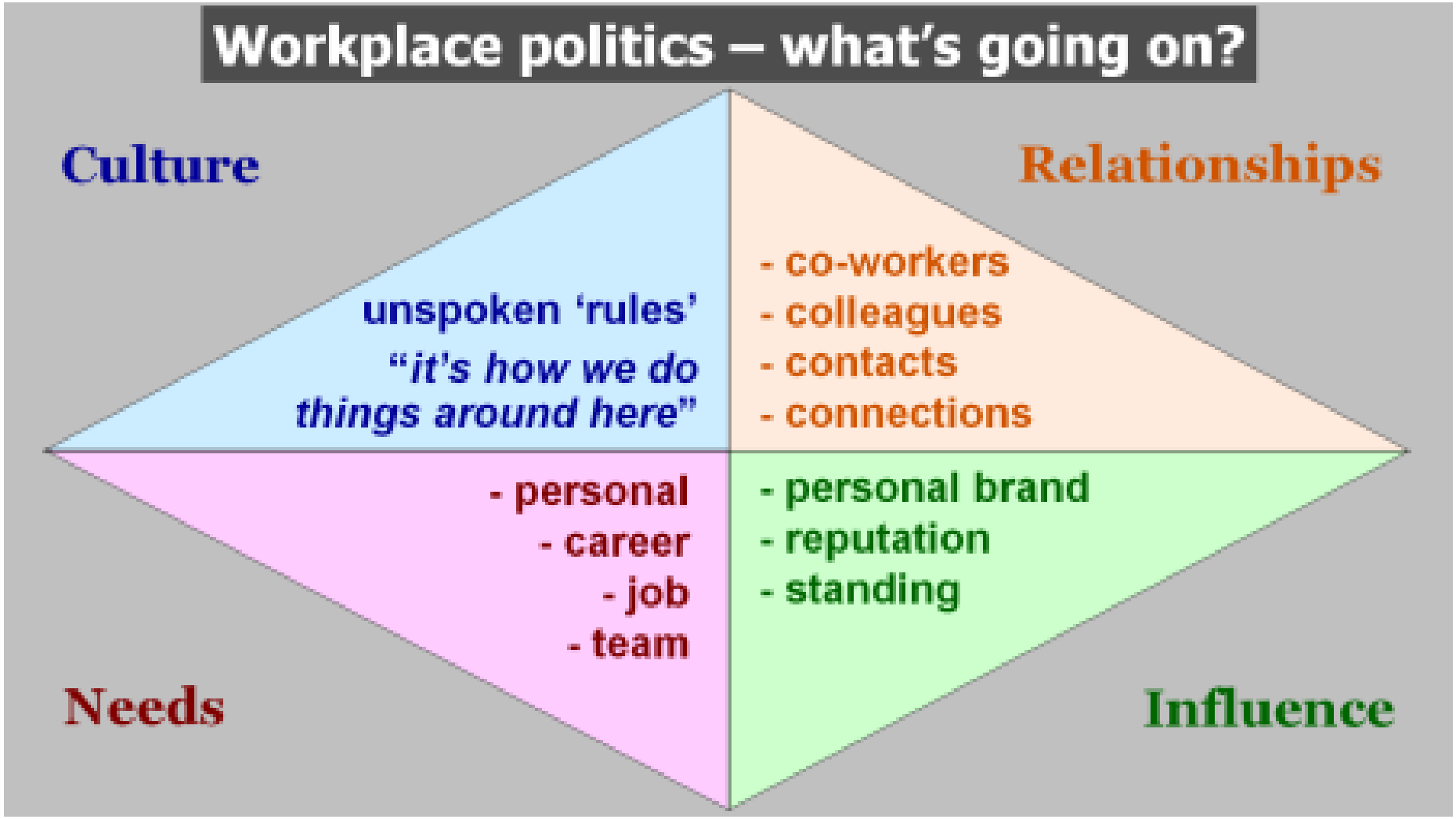
Why Political Acumen

Interview Skills:

- Q1: Tell us about a time you had a conflict…
- Q2: Describe your experience working on collaborative efforts
- Q3: What is your approach to supporting various constituents
- Q4: …often embedded in a scenario type question

Reference Checks

- Q1: How does the candidate handle difficult people
- Q2: What is their conflict resolution protocol
- Q3: Does the candidate deal with others in a tactful manner
- Q4: Describe the candidate's political acumen and ability to work with leadership


Workplace politics – what's going on?
Culture
unspoken 'rules'
"it's how we do things around here"
Relationships
- co-workers
- colleagues
- contacts
- connections
- personal
- career
- job
- team
Needs
- personal brand
- reputation
- standing
Influence

Positive Politics Action Plan

Three ideas or practices that I want to think more about, and hope to apply at work.

1.
2.
3.

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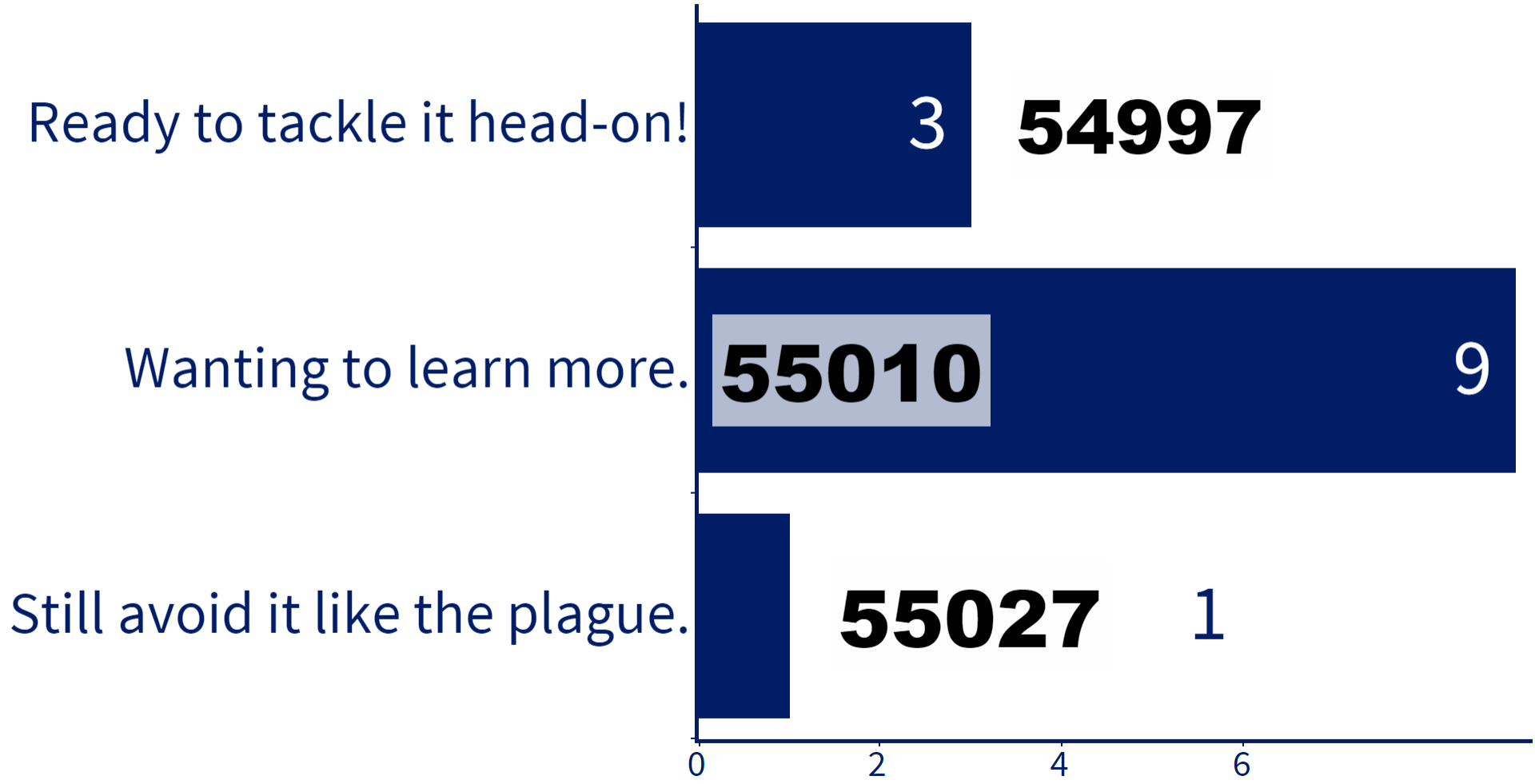

Thank YOU!

Be both truthful *and* useful

-Buddhist saying

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