

Despite excellent skills, expertise, and intentions, many employees or managers become victims of behind-the-scenes political forces. Blind to hidden agenda and the power relationships behind company decisions, they may not build support for their ideas, gain the credit they deserve, or achieve career objectives.

This flagship two-day workshop adjusts attitudes about power and politics, confronts naiveté about organizational dynamics, and provides practical political skills for building organizational impact with integrity. The course uses a 65-item online Organizational Savvy Self-Assessment and other raters, case studies, dynamic presentations, discussions, and practices to create insights and to protect you from:

- being underestimated
- having your ideas blocked
- shrinking your visibility
- losing out on promotions

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## Benefits to Your Organization

As you raise your odds of career and project success through increased influence and impact, your company also receives payoffs from your new insights and organizational savvy:

- Participants gain a more positive attitude toward politics—a fact of organizational life. Reducing complaints and resentment about this reality increases energy and productivity.
- Functional areas are seen as strategic partners so that more project approvals occur.
- Participants become more empowered and willing to network for inter-team collaboration and cross-organizational learning.
- Helping people accept and manage organizational politics as a corporate fact of life reduces employee stress and attrition.
- The practice of ethical politics ensures a more positive company reputation.



# organizational savvy

TWO-DAY  
PROGRAM

Avoiding political blind spots

## Learning Objectives

- Detect and protect yourself from potentially negative actions of overly political, power-oriented colleagues, bosses, or customers.
- Learn practical, nonmanipulative strategies for entering the political arena while maintaining integrity (e.g., networking, promoting yourself, handling hidden agendas, lobbying ethically, managing the corporate “buzz,” avoiding sabotage, building your power base).
- Learn the primary political power styles in organizations, what influences them, and how to avoid the dangers of adopting the extreme of either style.
- Defuse any emotional upset you have about politics as a fact of organizational life, so that you will waste less time and energy. Instead you’ll become “street smart” and strategic.
- Recognize any tip-offs that you may be naive about the level of politics you face.
- Learn how to present your ideas or challenge others’ ideas with appropriately firm vocabulary, and adjust your language according to the power dynamics of the situation.
- Detect, prevent, and manage deception since even top leaders are vulnerable to distorted information, misrepresentation, and manipulation that can scorch company resources and reputations.
- Learn to recognize and handle sabotage in group situations by deftly managing resistance and challenges to your credibility or position.

# Two-Day Organizational Savvy Workshop Flow

## DAY ONE: AWARENESS OF POLITICS AT WORK

### The Need for Organizational Savvy

Through a revealing Baseline Attitudes Activity, a dramatic presentation, and small-group discussion, you'll receive a provocative political wake-up call. You'll learn the "tip-offs" that you may not pay enough attention to the role of organizational politics.

### Two Political Styles

The Organizational Savvy Continuum reveals two colliding organizational politics styles. Each has its own strengths and worldview about organizational politics, influence, power, and promotion. You'll self-assess your Political Style and explore its strengths and risks—for you, your team, and your company.

### Organizational Savvy Case Study

You'll explore a controversial scenario from a real corporation to identify recognition clues for colleagues' Political Styles. Small groups will apply the workshop principles to explore how problems can be prevented through organizational savvy.

### Savvy Attitudes

Instead of letting politics trigger intimidation or outrage, you'll alter your attitudes about this fact of organizational life. Piercing the emotional veil around politics is liberating.

### Read Politics and Your "Corporate Buzz"

You'll uncover power trends and the unwritten rules of your company. You'll learn the real company "scorecard" and discover your corporate buzz—your corporate reputation.

### Manage the Airwaves of Perception

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.

## DAY TWO: HIGH-INTEGRITY SAVVY STRATEGIES

### Street-Smart Political Skills

You'll learn practical action strategies to improve visibility, power, and credibility while understanding turf, ego, and hidden agendas. Each ethical politics tactic allows you to retain your moral compass as you navigate organizational politics with savvy and integrity.

### 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 practice skills for balancing verbal discipline with candor and boldness so you can fly under the ego-radar of overly political colleagues.

### Ethical Lobbying

Savvy leaders identify stakeholders, study agendas, and map out an influence plan to pre-sell proposals and recommendations. You'll use consulting support groups to strategize a plan for selling a real idea to a back-home decision-maker.

### Detect and Handle Deception

Even top managers are vulnerable to misrepresentation, so you'll learn methods for unraveling unintentionally distorted data, and tactics for detecting deliberate deception.

### Manage Sabotage and Challenges

Politically astute leaders handle resistance and attacks gracefully without backing down. You'll learn and practice methods for controlling power plays, sabotage, and challenges.

### Organizational Savvy Case Study

Using another real-life scenario, you'll integrate your learning about political influence styles and organizational savvy strategies. You'll attach value to your workshop learning and new-found skills in a creative, high-energy closing "auction" activity.

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 company
- ✓ career stagnation or job loss

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