

"This is one of the best corporate training courses that I have attended ever, considering I worked for several major companies which invested substantial resources and place high priorities on in-house training. ... Thanks for the wonderful work."

Managing Director • APPLE COMPUTERS

DAY ONE:

AWARENESS OF POLITICS at Work

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.

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.

Savvy Skills Assessment

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.

Organizational Savvy Case Study 1

You'll explore a real-world case study to practice recognizing the major Political Styles and discuss how the 13 Organizational Savvy skills could help.

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 and key for each skill.

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.

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.

DAY TWO:

HIGH-INTEGRITY Savvy Strategies

Street-Smart Savvy Skills

You'll learn action strategies through 13 Skill Sets to improve your visibility, power image, and credibility while handling turf, ego, and hidden agendas. Every ethical politics tactic allows you to retain your moral compass as you navigate organizational politics.

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.

Ethical Lobbying

Agile leaders identify stakeholders, study agendas, and map out an influence plan to pre-sell proposals and ideas. You'll strategize and practice a plan to influence a back-home decision-maker.

Detect and Handle Deception

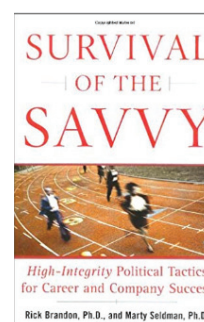
Even top managers are vulnerable to misrepresentation, so you'll learn to unravel distorted data and to detect deliberate deception.

Manage Sabotage and Challenges

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

Organizational Savvy Case Study 2

Using another real-life scenario, you'll integrate your learning about the Political 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.



For more information about **Persona GLOBAL**®, Inc.'s metrics and methodologies, please contact info@personaglobal.com or visit www.personaglobal.com



ABOUT **Persona GLOBAL**®

Persona GLOBAL® is a worldwide provider of assessment tools and methodologies for corporations facing challenges in change leadership, communication, organizational alignment, sales, customer service and management. **Persona GLOBAL**®, Inc.'s metrics and methodologies are currently available in 72+ countries; its programs have been translated in up to 38 languages. More than 1,700 certified **Persona GLOBAL**® practitioners around the world serve their clients as strategic business partners.

Corporations that have benefited from **Persona GLOBAL**® Programs include:

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- British Airways
- Mitsubishi
- Dell Computer
- Japan Airlines
- Disney
- IBM
- Credit Suisse
- Coca-Cola
- Alcatel
- American Express
- Hitachi
- Motorola
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