



Build Organizational Impact and Bolster Integrity

Despite excellent skills, expertise, and intentions, many employees or managers become victims of behind-the-scenes political forces. Blind to hidden agendas 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 case studies, dynamic presentations, discussions, and practices to create insights and new behaviors. Course objectives include:

- * 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.
- * Defuse any emotional upset you have about politics as a fact of organizational life, so that you will waste less time and energy, becoming instead "street smart" and strategic.
- * 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.

Organizational Savvy Assessment

The Organizational Savvy Assessment is an instrument that is used in conjunction with our Organizational Savvy workshop. It provides an overall score and 12 separate skill set scores. Both a self and 360 version are available.