



Organisational Savvy

A National Survey of Australian Executives in 2007 showed -

- 67% say “organisational politics in my organisation are damaging”
- 95% say “organisational politics impact decisions in this organisation”
- 69% experience stress caused by organisational politics
- 49% personally spend more than 1 day a fortnight on organisational politics

74% have seen careers damaged by negative rumours and office politics. 92% have seen careers helped by positive office politics.

87% say “organisational savvy” should be a required management competency i.e. skills to manage organisational politics in a constructive and ethical way.

Dawson McDonald National Survey 2007.

There is a real need for Australian managers to be better equipped to deal with organisational politics.

Learn to Manage Organisational Politics Ethically and Effectively

Leaders and managers today carry heavy accountabilities for the results, resources and reputations of their organisations. It is critical to have the skills needed to be politically savvy – to understand how to negotiate organisational politics and exercise effective influence **with integrity and ethics**.

This action-oriented two day **workshop helps you to understand politics and power as issues of “strategic influence and organisational impact.”** We explore naiveté about organisational politics, and develop practical “*ethical political skills*” for building impact with integrity. This takes you beyond the interpersonal skills of communication to a new level of strategic impact.

Who Should Attend

Those who recognise that “*office politics*” are a fact of organisational life and who want to develop the skills to manage these successfully and the ability to exercise influence with integrity and ethics :-

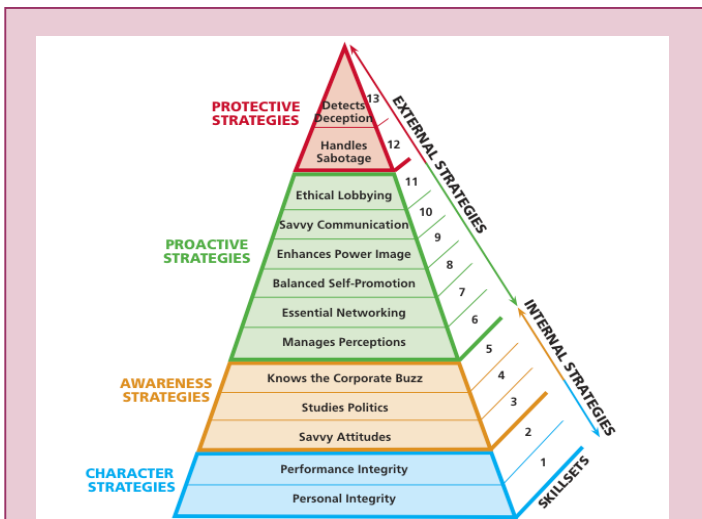
- Managers and Leaders at all levels
- Supervisors and team leaders
- Those aspiring to leadership

Outcomes

The program starts with a **360° assessment** of how you are rated on “Organisational Savvy” by colleagues in your organisation. Using this as a learning base, in the workshop we give you the skills to –

- Enhance your career options and your team’s credibility
- Increase strategic influence and organisational impact
- Develop practical, ethical strategies for entering the political arena while maintaining integrity (eg., networking, handling hidden agendas, lobbying ethically, building your power base etc.)
- Recognise “Blind Spots” and their dangers
- Adopt a positive attitude to Organisational Politics
- Recognise different political styles and level of politics, what influences them and how to avoid the dangers
- Recognise and protect yourself from overly-political colleagues
- Utilise appropriate vocabulary to present ideas and challenge others’ ideas
- Detect, prevent and manage deception
- Handle challenge and sabotage
- Use politics ethically and effectively to gain results

Senior leaders will learn how to cultivate an ethical cadre and high-integrity organisational culture.



Organisational Savvy Skills Pyramid



*"Every day in today's workplaces, power plays, egos, turf battles, personal and hidden agendas, badmouthing, and deception hurt careers and bottom-line results. But **politics doesn't have to be a dirty word**".*
 Rick Brandon, Ph.D. and Marty Seldman, Ph.D.

Organisation Benefits

Our online *Organisational Assessment Profile* helps professionals, managers, and executives to recognise the concrete behaviours that constitute political savvy across twelve vital skill sets.

There are very few courses on this topic, unlike other leadership topics. This is **one of the only "structured, field-tested learning & development solutions"**, which-

- Builds leadership bench strength regarding an often omitted leadership competency that **picks up where Emotional Intelligence left off**.
- **Tackles the usually ignored strategic dimension of influence, not just the interpersonal dimension**.
- Gives senior leaders the ability to structure and manage a team that will function effectively as a cohesive unit, **without the corrosive effects of overly political players running personal agendas**.
- **Helps protect the reputation of the organisation by ensuring leaders are skilled in detecting and avoiding minefields caused by negative "office politics"**.

Participant Benefits

- Participants gain a more positive attitude toward organisational politics - a fact of organisational life. Reducing complaints and resentment about this reality increases energy and productivity.
- Understanding of alternative Political Styles and their postures toward organisational power, politics, and influence (this includes recognising your own and others' Political Styles).
- Participants become more empowered and willing to network in ways that create cross-organisational team building, organisational learning, and collaboration.
- The practice of ethical politics ensures a more positive company reputation.
- Helping people accept and manage organisational politics as a corporate fact of life reduces employee stress and attrition.

Credentials

Dr. Marty Seldman has been executive coach to well over 1,200 top execs in well-known companies, and he identified 12 Success Factors and 11 Derailment Factors. Also, the material explores human nature as revealed in anthropology (power dynamics in tribal villages, etc., the writing of Robert Wright) and taps the field of the psychology of evolution as well.

Dr. Rick Brandon collaborated with Seldman to re-configure the model so that Six Dimensions of political influence style resulted, leading to two clearly balanced organisational politics styles, each with its respective strengths and organisational risks to one's career, team, and organisational impact and success.

About Us

Dawson McDonald is the Australian Partner of the internationally recognised Persona Global group, that offers business solutions to organisations throughout 45 countries. Company Principals, John Dawson and Carmel McDonald have been consulting, training, coaching and recruiting for Australian businesses for over a decade, following extensive industry experience.

About Persona

Persona Global is a worldwide provider of learning, development and assessment tools and methodologies for organisations facing challenges in change leadership, communication, organisational alignment, sales, customer service, and management.

Corporations that have benefited from Persona Programs include:

General Electric	Microsoft	Exxon Mobil
Pfizer	Xerox	Applied Materials
BMW	Vodafone	British Airways
Mitsubishi	Dell Computer	Japan Airlines
Disney	IBM	Credit Suisse
Coca Cola	Alcatel	American Express
Hitachi	Motorola	Sony Music Entertainment



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