

# Positive Organisational Politics



The subject that few organisations are prepared to discuss and yet most will acknowledge is a way they get things done! The problem is that we generally see organisational politics in the negative rather than the positive, and one person's positive move is seen as another's devious manipulation. Some organisations can accidentally stimulate internal politics through processes that cause competition for resources, budgets and recognition. Ignoring politics also ignores the detrimental effects on teamwork, staff morale and productivity that could be damaging your organisation far more than you imagine. As organisations search for new ways to gain competitive advantage, it's no surprise that current research shows that managing organisational politics is becoming one of the top skills needed by all staff whatever their organisation.

**How do we tackle this issue in an upbeat way to equip people with skills to manage better?**

## Political Intelligence

With 75% of UK organisations investing in some form of leadership development, Political Intelligence or Political Astuteness is frequently appearing in the list of desired abilities for leaders at all levels. While some leaders have developed personal strategies for working with organisational politics, many if not the majority have been burned by negative experiences that prevent them developing the political skills they and their organisation need.

**How do we help key people tackle organisational politics in a positive and professional way that gets results?**

## The Programme

This one-day workshop will provide clarity on exactly what politics is, identifies strategies to manage it and helps delegates develop a positive action plan for their workplace. A pragmatic model identifies the corporate 'animals' in all organisations and by examining motives, behaviours and constructive responses it becomes possible to create a more positive political culture in your organisation.

## Outline of the Day

- What is and what isn't corporate politics
- How political is my organisation?
- A model for differentiating between political animals
- What type of political animal am I?
- Looking out for and recognising political behaviours
- Constructing appropriate and productive responses that work
- Developing the "animal" within us



## The Benefits of the Programme

- Be sure on what constitutes political behaviour
- Identify different political approaches
- Recognise the strengths and weaknesses of each approach
- Formulate appropriate responses for positive outcomes
- Create more productive and effective working relationships
- Reduce frustration, anxiety and stress
- Work productively with people you don't like
- Get things done in your organisation in spite of the 'politics'

## Which political animal are you?



Paul Bedwell and Chris Malpass are two of only 40 trainers in the UK accredited to run this unique programme by its creators, David Bancroft-Turner and Dr Don Morley. The programme is grounded in leading research and is being successfully used in major organisations worldwide.

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