WIN AT THE GAME OF OFFICE POLITICS

Jo Miller, CEO, Women’s Leadership Coaching, Inc.
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Women’s Wireless Leadership Forum
Welcome back!

Bank of America
Northrop Grumman
Jo Miller
CEO
Women’s Leadership Coaching, Inc.

Specializes in helping women break into leadership in industries that have been traditionally considered 'a man's world', such as technology, finance and energy.

Since 1998, has developed and implemented leadership development programs that have benefited women worldwide.

Delivers over 60 speaking presentations annually to audiences of up to 1,200 women for women’s conferences and corporate women’s initiatives.
In this webinar

1) Why you can’t afford to ignore office politics
2) The shadow organization map
3) The unwritten, unspoken ‘rules of the game’
#WLCwebinar

@womensleadershp

@jo_miller
WHY YOU CAN’T AFFORD TO IGNORE OFFICE POLITICS
Office politics
Do you enjoy playing the game?
Of 954 professional women, 23% reported office politics as their biggest frustration.

Of 100 aspiring women leaders in high-tech, only 2% of women at a high tech company strongly felt they knew how to navigate office politics positively and effectively.

Many women managers find engaging in office politics to be difficult and painful, and some even view it as “evil”.
So why not just ignore it?
“Avoiding (office) politics altogether can be deadly for your career. Every workplace has an intricate system of power, and you can — and should — work it ethically to your best advantage.”

— Erin Burt
Those who are politically savvy

- Have better career prospects
- Have better career trajectories
- Are seen as more promotable
- Are less likely to derail
Ignore it

Be positively politically savvy

Turn into someone you don’t like
4 competencies of the positively politically savvy:

- Social astuteness
- Interpersonal influence
- Networking ability
- Sincerity
Who do you know who does this well?

What qualities or characteristics do they have?
Office Politics

Organizational Awareness

Being a savvy observer of the communication and relationships that surround you in your organization.
THE SHADOW ORGANIZATION MAP
THE ORG CHART
Doesn’t tell the full story
✓ THE SHADOW ORGANIZATION
The Org Chart
✓ Relationships
✓ Relationships
✔ Relationships
✔ Influence
✓ Relationships
✓ Influence
✓ Coalitions
✓ Relationships
✓ Influence
✓ Coalitions
- Relationships
- Influence
- Coalitions
- Key Influencers
- Verticals
EXERCISE:

What are some ways to gather information to map your shadow organization?

a) In face-to-face interactions
b) Virtually
THE RULES OF THE GAME
Every organization has unwritten, unspoken “Rules of the Game”.
EXERCISE:

1) Identify some “rules of the game” in your organization.

2) What are ways to navigate ethically and effectively within these rules?
What if you don’t like the game that is being played?

Early career

• Create a work-around

Mid-level and senior-level

• Be a game-changer
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Poised for Leadership Workshop

April 30 in Sunnyvale, CA
Hosted by NetApp.
womensleadershipcoaching.com/pfl
Recommended

Ask an Executive: A Q&A session with Nina Simosko of Nike


Women and Political Savvy. How to build and embrace a fundamental leadership skill.

www.ccl.org/leadership/pdf/research/WomenPoliticalSavvy.pdf
Building Relationships of Trust

Tuesday, April 22

Trust is the fundamental building block of authentic workplace relationships. Every conversation presents an opportunity to build – or destroy – trust. Learn the dos and don’ts of creating trust.

With Joanne Collins and Jody Mahoney.
The recording will be posted on Thursday in the membership site at

www.womensleadershipcoaching.com

Click *Member Log-in*
Discussion Questions

1) What insights did you gain from your shadow organization map?

2) What are some ways to gather information for your map? (Virtually and face to face?)

3) Identify any gaps in your network. What will you do, to close those gaps?

4) What ‘rules of the game’ have you encountered?

5) What are ways to navigate those rules?