



Organisational Politics and Power Dynamics

Competitive Strategies for Growing your Career

► Upcoming Sessions

20-24 May 2024	London - UK	\$5,950
29 Jul-02 Aug 2024	Amsterdam - The Netherlands	\$5,950
30 Sep-04 Oct 2024	Dubai - UAE	\$5,950
18-22 Nov 2024	London - UK	\$5,950
10-14 Feb 2025	Barcelona - Spain	\$5,950

► Training Details

Training Course Overview

Organizational politics are characterized by the informal ways people try to exercise influence in organizations through the management of shared meaning. Hence, politics should be viewed as neither an inherently bad nor good phenomenon but rather one to be observed, analyzed, and understood. This powerful Anderson training course examines why workplace politics exist, and looks at political skill, which encompasses a skill set individuals use to understand the environment, choose the appropriate political behaviors, and act them out in ways that appear earnest. As a result of attending this course, participants will not only endure but are able to succeed in political environments.

Training Course Objectives

By the end of this Anderson training course, participants will be able to:

- Pragmatically master power and politics in organizational settings
- Develop an actionable career plan to manage interpersonal conflict and enhance the productivity of individuals and teams
- Practice "good" politics to enable them to further their personal and team's interests fairly and appropriately.
- Apply strategies to "win" at office politics without sinking to the lowest standards of behavior.
- Manage differences of personality and opinion to neutralize "bad" politics at work.
- Use political skills to manage chaos in the workplace, avoid valuable time wasting in organizations and focus on their job performance.

Designed For

Although there are no formal education or background requirements, this course is designed for professionals with over 5 years of work experience. It is ideal for managers and professionals with existing political and conflict management skills across functional areas who regularly handle organizational conflict.

This Anderson training course is suitable to a wide range of professionals but will

greatly benefit:

- ▶ Team leaders
- ▶ Supervisors
- ▶ Management professionals
- ▶ Delegates of any sector of industry and/or business

Learning Methods

To enhance learning we utilize proven adult learning technology and methods that will result in maximum retention and application. This includes presentations, discussion, practical activities, videos, team practice exercises and case studies.

► Training Details

Day One: Individual's Power and Politics

- ▶ Organizations as political systems
- ▶ Power and its different faces
- ▶ Power fit in work and life
- ▶ The five forms of power in the workplace
- ▶ Assessment of individual political skills and shortfalls
- ▶ The dynamics of power play at the individual level

Day Two: Power and Politics in Complex Organizations

- ▶ Power plays and strategies to manage them
- ▶ Managing power play between team members and teams
- ▶ Strategies to overcome team dysfunctional factors
- ▶ Network politics
- ▶ How to build your network
- ▶ Understanding self: Your Natural Behavioral Preferences

Day Three: Excelling at Power Plays and Politics with Emotional Intelligence

- ▶ What is Emotional Intelligence (EQ)?
- ▶ Intrapersonal & interpersonal skills
- ▶ Emotional excellence in the workplace
- ▶ Understanding your personality style
- ▶ Emotional intelligence for innovative teamwork
- ▶ Removing blocks to innovative teamwork through EQ

Day Four: Personal Plan for Power Management

- ▶ The politics of persuasion and the power of language
- ▶ Raising personal visibility and credibility in the workplace
- ▶ Six principles of successful persuasion
- ▶ Influencing decision making at work
- ▶ The politics of crisis and how to manage it
- ▶ Action planning and setting a personal agenda

Day Five: Developing a Power-based Strategy to Grow Your Career

- ▶ Power and politics in organizational life
- ▶ Playing politics and playing it right
- ▶ Building personal value proposition
- ▶ Power skills and behaviors that matter
- ▶ Developing your career strategy in the pursuit of power
- ▶ Career Growth: Strategies for achieving success

► The Certificate

Anderson Certificate of Completion will be provided to delegates who attend and complete the course

▶ INFO & IN-HOUSE SOLUTION

For more information about this course, call or email us at:

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Email: info@anderson.ae

Request for a Tailor-made training and educational experience for your organization now:

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