

Political IntelligenceTM



'Company politics appear to be rife with too many people concerned more with politics than performance. Hidden agendas, internal rivals, people manoeuvring for power, blame culture and lack of trust in colleagues and in top level management add to the burdens caused by change'

Roffey Park Institute

What is it about the term 'organisational politics' that makes us think in negative terms?'

And why might we couple this with being 'victims'?

These 2 questions have been posed by David Bancroft-Turner and Don Morley because together they developed an instrument called Political Intelligence TM which helps to explain how it's possible for us to approach the subject with a different mindset.

David and Don arrived at 3 key conclusions during their research and development phase:

1. there are few organisations where political behaviour is not seen on a daily basis
2. political behaviour has a major impact on people's careers, individual stress levels, motivation and productivity
3. due to the above it also has an adverse impact on customer satisfaction and shareholder returns.

Organisational politics tends to be couched in the negative:

- ✦ how to cope with.....
- ✦ how to avoid.....
- ✦ how to get even

So Political IntelligenceTM is a fresh approach to respond to the problem rather than to reinforce it. By identifying the political animal within us (fox, owl, donkey and sheep) you will find out about political awareness, psychological game playing and acting with integrity. The questionnaire will give you feedback on this in terms of your own style and approach. You will be able to raise your own level of awareness in terms of your behaviour and actions. Next you will be able to adapt and modify your approach when working with the other political animals which are different from yours and therefore the pay-off is you will be more influential and get better win-win results.

This programme will help you to:

- ✦ understand and measure how political is your organisation
- ✦ be clear on what is and isn't political behaviour
- ✦ get things done in your organisation in spite of the 'politics'
- ✦ identify different 'political animals' and approaches
- ✦ identify your own political animal and approach
- ✦ recognise the strengths and weaknesses of each approach
- ✦ formulate responses for positive win/win outcomes
- ✦ create more productive and effective working relationships
- ✦ reduce frustration, anxiety and stress
- ✦ work productively with people you don't like!

Political intelligence as a programme can be built as a key component into our existing leadership programmes as well as being a stand-alone programme.

During the programme you will receive a diagnostic booklet and the development choices workbook.

The programme helps you to understand where power lies in your organisation and how to influence those power bases. By so doing it helps you to build a more effective company and to have everyone 'rowing in the same direction'.

So call us now on 01543-416242, and begin your journey of **Political IntelligenceTM** discovery!

Designing	Developing	Delivering
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