




Navigating organisational politics
CHRO conference | 17 October 2019



Corporate politics are the *informal, unofficial, and sometimes behind the scenes* efforts to *sell ideas, influence people, increase power, or achieve other objectives*



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Politics are inevitable

“Being politically intelligent doesn’t mean being unethical or devious. At heart, it’s about listening to and relating to others, and making choices that advance everyone’s goals. (Because) like it or not, when it comes to work, it’s *all* politics.”



“Finally! A book that elevates the concept of workplace politics to where it belongs—
the top of the list of skills needed for sustained success.”
—Lori P. Frasier, Ph.D., author of *WIDE GIRLS DON'T GET THE CORNER OFFICE* and *WIDE GIRLS DON'T GET HIGH*

IT'S ALL POLITICS

**Winning in a World
Where Hard Work and
Talent Aren't Enough**

KATHLEEN KELLEY REARDON, PH.D.



Minimally
politicised
environments

Moderately
politicised
environments

Highly politicised
environments

Pathologically
politicised
environments

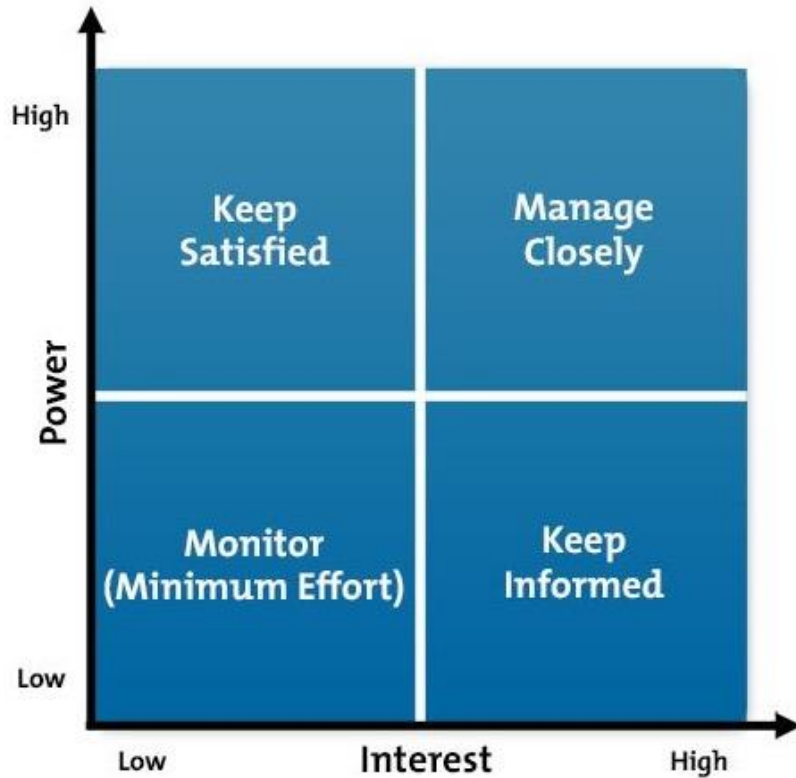


Building power and navigating politics well is critical for career success

“If you don’t do politics, politics will do you”

Politically smart
people network
and actively
build
relationships





They manage their stakeholders appropriately and deliberately

They **actively manage perceptions** people have of them
(and that they have of themselves)





They know **when** to apologise
and **how**



They are always prepared



*“The magic in
being
politically
savvy lies in
advance work,
not in fancy
strategies.”*

Kathleen Kelley
Reardon



NBC HD

starring
DAVID DENMAN

DIVX
VIDEO