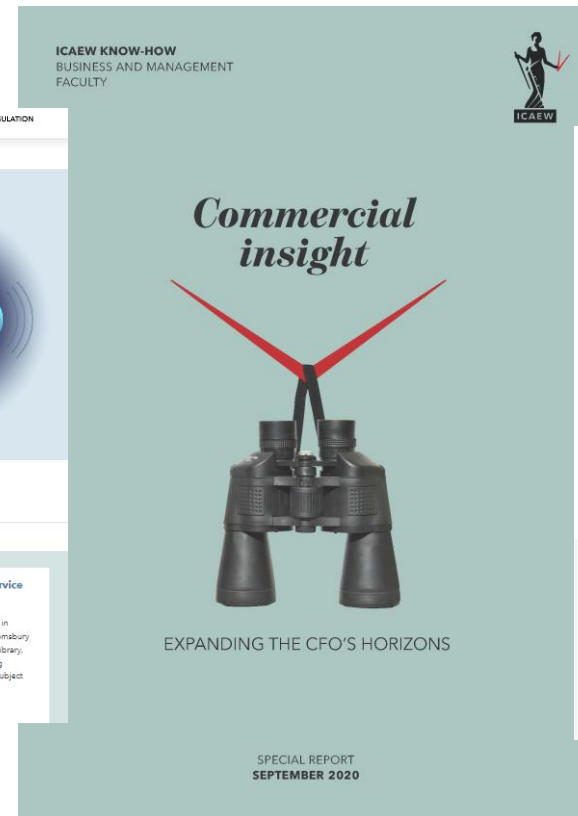
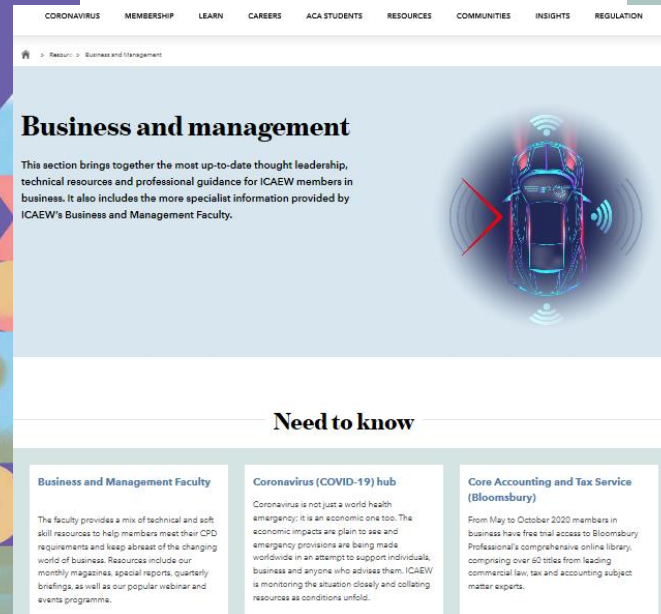




# ***Navigating ‘Office Politics’ positively***

JOANNA GAUDOIN

# Business and Management Faculty



## Tourism in the UK - post covid



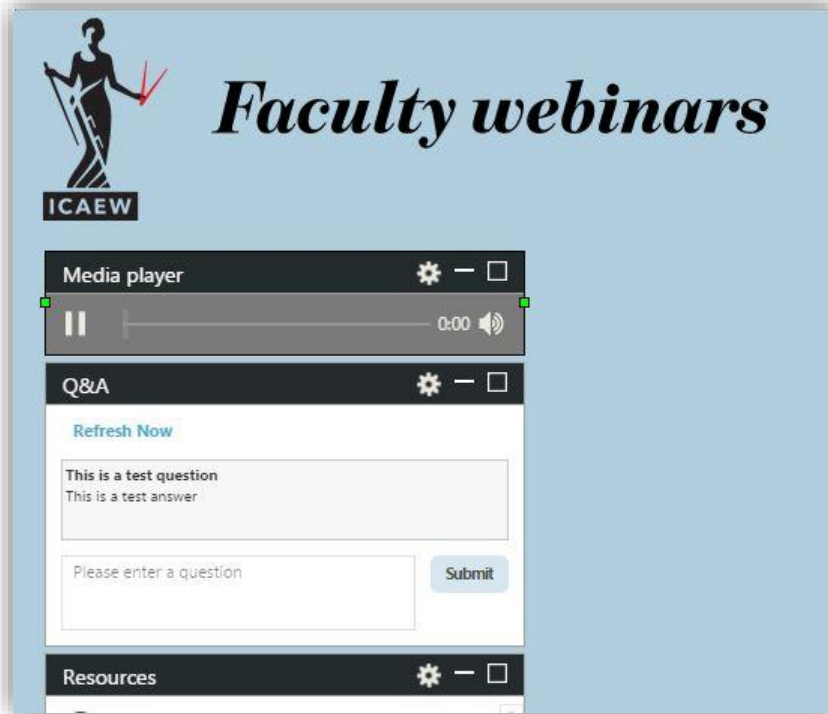
How UK tourism should respond to lockdown lifting.

[Read article](#)



[icaew.com/joinbam](https://icaew.com/joinbam)

# *Ask a question or download resources*



## ***Audio problems?***

ENSURE YOUR VOLUME IS TURNED ON  
If you experience poor sound quality you may benefit from refreshing your page

## ***Ask a question***

Type your question into the question box then click submit.

# Navigating 'Office Politics' positively

ICAEW

Joanna Gaudoin

5<sup>th</sup> November 2020

**INSIDE OUT**  
people • performance



Joanna Gaudoin





# Objectives

- ✓ Be clear what organisational politics are.
- ✓ Understand the concept of political perceptions.
- ✓ Be able to recognise the four types of political 'animal'.
- ✓ What skills and behaviours will make me more influential.
- ✓ Start to think about what you may need to do differently to be more effective.



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POLL: Why did you join this webinar?

# What are we talking about?

- Leadership Skills – Got those?  
....It's not enough!
- Technical Skills – Got those?  
....It's not enough!

This session is not taught in the Business Schools, or during your childhood...



It all seemed to be going so well...



# 'Office Politics'?

# Negative politics hurts performance...

- Reduces productivity
- Affects morale - downward
- Increases competition and conflict
- Discourages knowledge sharing
- Creates lack of trust
- Excludes people from decision making process
- Reduces faith and trust in top management
- Leads to loss of valuable talent
- Prevents merit from being rewarded



# Negative politics hurts performance...

*"Pain and more pain..."*

"People who are political  
cannot be customer  
focussed"

"I spend too much time  
worrying about this"

"The worst politicking I  
have seen is in an  
organisation of 18 people"

*"I have suffered..."*



"Why do I have to put  
energy into this, why can't  
I just come into work and  
go home again..."

*"This put me in  
hospital..."*

# ...but politics can be positive !

- ✓ it makes things happen
- ✓ it can unblock barriers to change
- ✓ it can create 'buy-in' on key projects
- ✓ it can produce greater organisational cohesion
- ✓ it can significantly speed up decision making
- ✓ it can be used to develop trust and more transparent inter-personal work relationships

# Political intelligence definitions

✱ **The covert, rather than the overt, way of getting things done**

✱ **Results achieved through the informal as well as the formal channels**

👍 **The achievement of organisational and/or personal goals by using appropriate skills and strategies**

**'Politics is not what I do...  
...it's why you think I am doing it!'**

**David Bancroft-Turner  
Co-founder the Academy for  
political intelligence**



## What is 'political'?

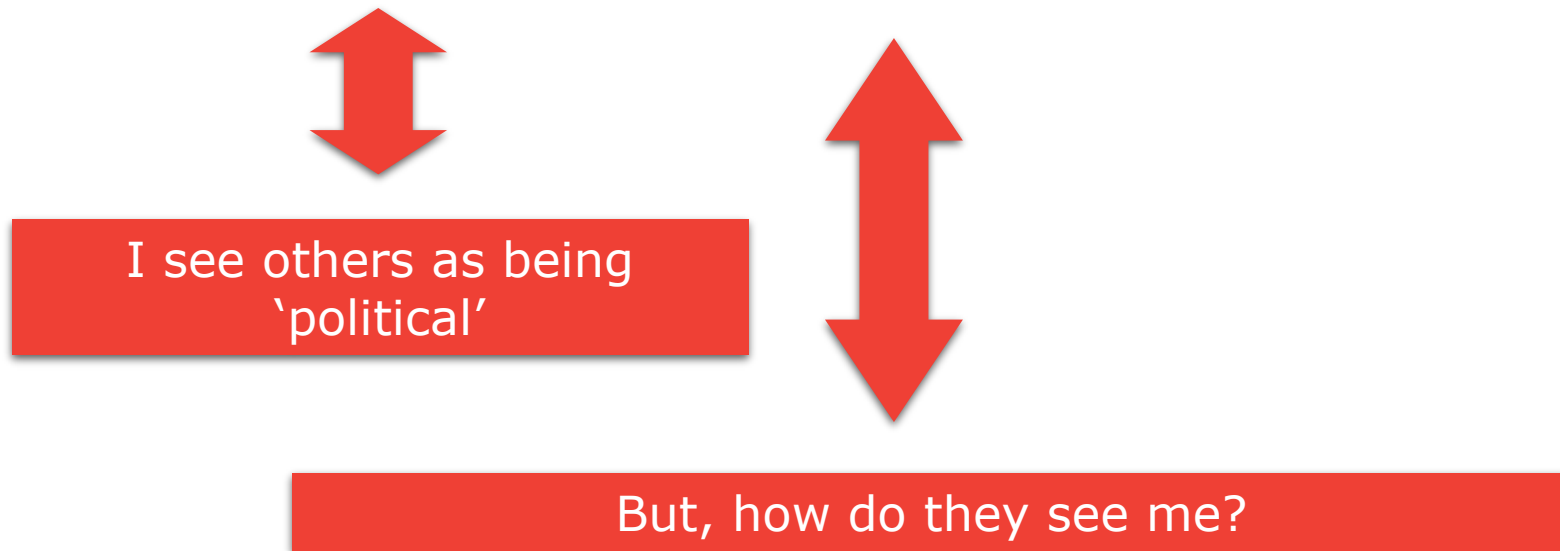


What I see ?



Or what I choose to see ?

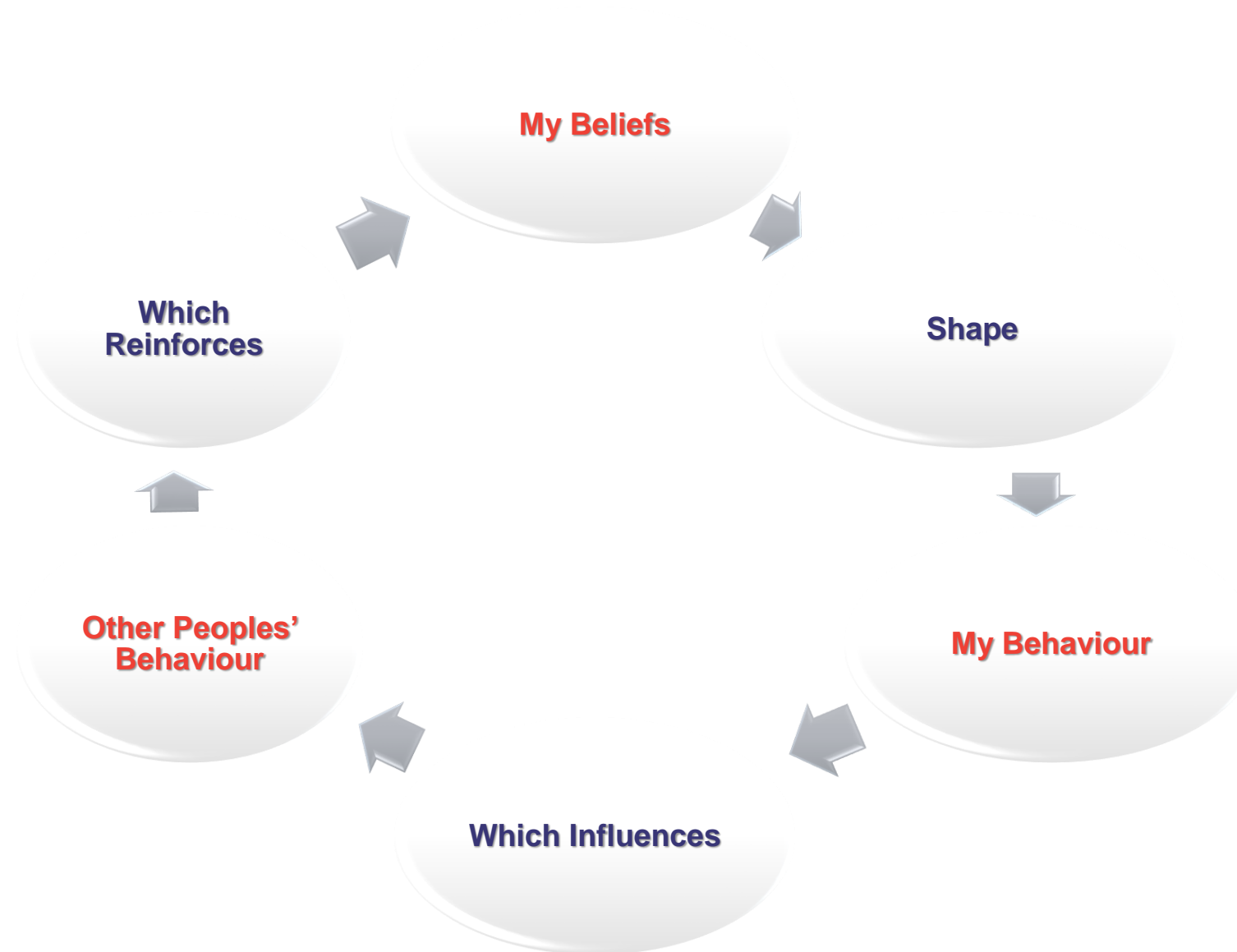
## Who is 'political'?





POLL: Who do you have the most  
'political challenges with?

# The self-fulfilling prophecy





# How political is your organisation?



# The political 'animal' model





# The political 'animal' model





# The political 'animal' model

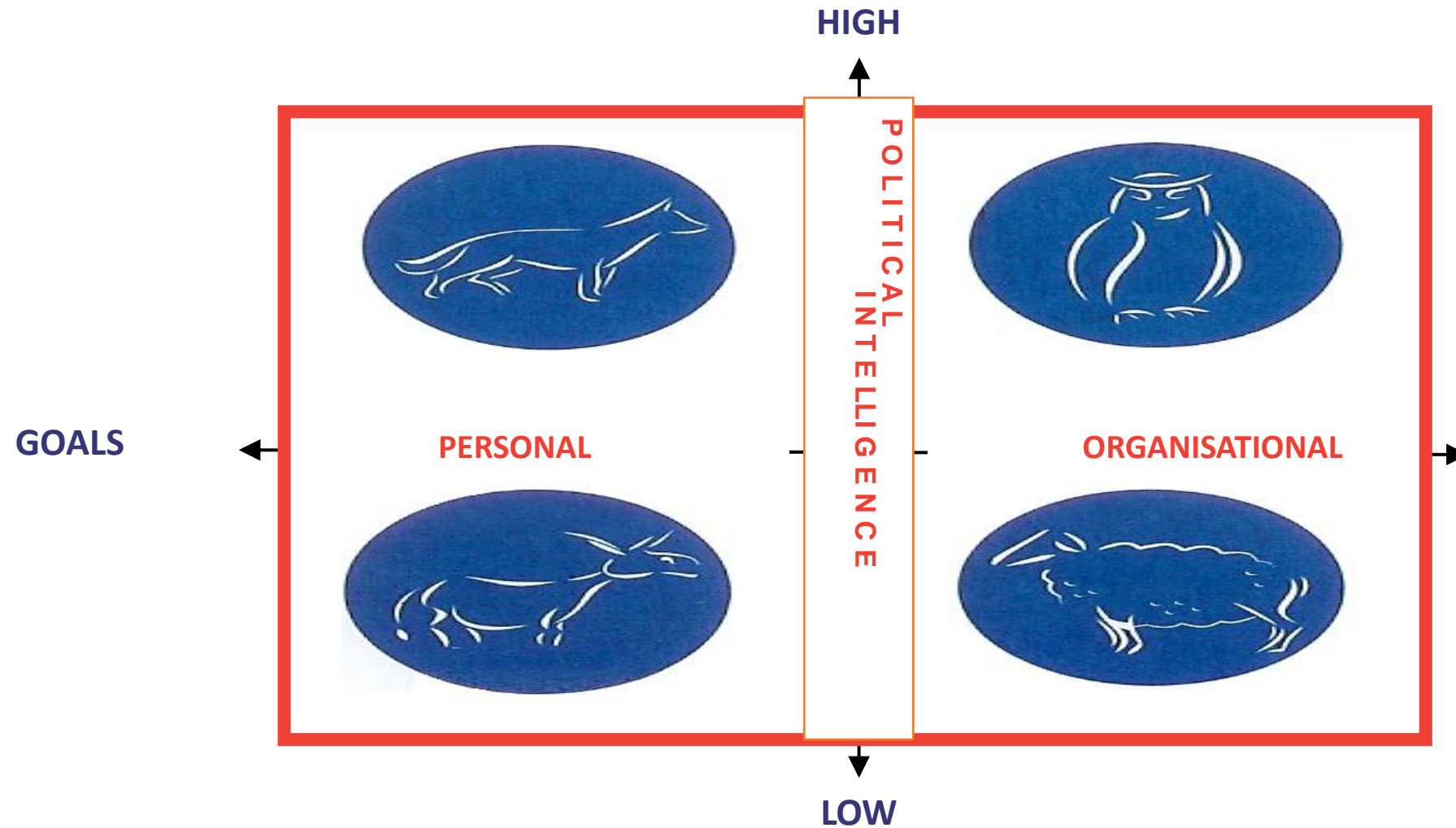




# The political 'animal' model



# The political 'animal' model



# Political skill tips

**COMMUNICATION**

**INFLUENCING**

**NETWORKING**

**FACTOR X**





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POLL: Which of these skill areas do you think you most need to focus on?

# What next?

- Questions?
- Your actions?
- Five options to help you further:
  1. 'Office Politics' reminders document – email me: [joanna.gaudoin@insideoutimage.co.uk](mailto:joanna.gaudoin@insideoutimage.co.uk)
  2. To receive the short email series and the eBooklet on the *Nine Skills*:  
<https://insideoutimage.co.uk/career-success-booklet/>
  3. *Nine Skills* guide if you manage people: <https://insideoutimage.co.uk/guide-company-competitive-advantage/>
  4. Connect with me on LinkedIn [here](#)
  5. If you want to discuss a career challenge/development area:  
[joanna.gaudoin@insideoutimage.co.uk](mailto:joanna.gaudoin@insideoutimage.co.uk) to arrange a conversation.

# INSIDE OUT<sup>IMAGE</sup>

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## ***Upcoming BAM webinars***

**20 minute webinars: 10.00am**

*5144 reasons you should take the Modern  
Slavery Act seriously*  
1 December

*Interview techniques for the Zoom age*  
10 February

**60 minute webinars: 10.00am**

*Practical Excel tips*  
7 December

**[icaew.com/bamevents](https://icaew.com/bamevents)**

***Thank you for attending***

***Contact the Business & Management Faculty***

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***Upcoming BAM webinars and events***

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