

# *Political Savvy*

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# *Classic Objections to Politics*

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- Politics is my boss's job
- I don't have time for politics
- I have "real work" to do
- Politics is bad and politicians are worse
- Politics are "dirty" and distasteful

# *Common Perceptions of Politics*

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- If someone described you as *politically savvy*, would you feel complimented or insulted?
- Some view being called political as being called manipulative, slimy or slick.
- *Our View...*

*Being Politically Savvy is the ability to build influence through relationships and results*

# *What's Your Political Style?*

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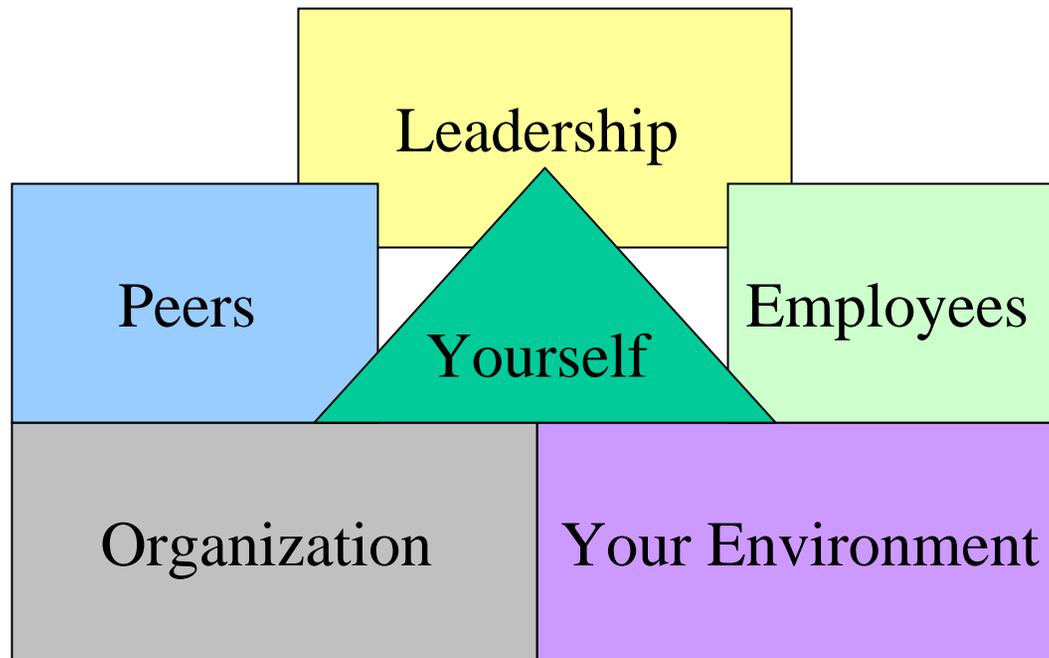
- *Flounder*—stays low, buries itself in the sand and hopes to blend in with the surroundings. Avoid politics at all costs, even at the cost of their own careers
- *Shark*—moves swiftly in the deep waters of the organization, looking for easy, defenseless prey to devour. Thrives on politics, but uses skills to advance themselves and destroy others.
- *Dolphin*—jumps through hoops, but does it with a smile. Superior communicators, can lead and cooperate. When they stick together, can even fend off shark attacks.

***Dolphins use politics for the common good!***

# *Organizational Culture*

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- Being *Politically Savvy* means you understand your organization's political and cultural framework —



# *What is Political Savvy?*

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- Considering many opinions
- Improving the positions of all players
- Working toward mutually beneficial outcomes
- Investing in long-term relationships so people will want to work with you now and on the next assignment.

# *Why is it Important?*

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## *Where there are people, there are Politics...*

- Project Managers, Leaders, and Employees generally fail because of people issues
  - Fail to recognize how human relationships affect achieving objectives
  - Fail to identify allies and opponents of projects
  - Fail to develop strategies for defusing resistance
- Avoidance of politics leads co-workers/bosses to judge them as people *who can't get things done*

# *Political Savvy Strategies*

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## *Leadership and Influencing...*

- Find Partners
- Keep the Opposition Close
- Accept Responsibility When Things Go Wrong
- Acknowledge Loss and Sacrifice Staff Make for You
- Model Desired Behavior
- Accept “Casualties”

# *Reading the Political Landscape*

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- Build critical mass to support your ideas and objectives
  - Who are the key players?
  - What is their power/influence in the organization?
  - To what extent are they applying influence for or against your objectives?
  - How easily can their applied influence be changed?
  - What significant relationships exist among the key players?

# *It Really is Who You Know...*

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- Advancing your career depends on not only what you know, but whom you know and *who knows you*
- Test your level of influence in your organization

	My Dept	Dept 1	Dept 2
Higher levels than me			
Same level as me			
Lower levels than me			

# *It Really is Who You Know...*

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- With your influence grid, consider the following
  - Who do you meet or eat with regularly?
  - Identify at least two people you can trust to give you honest feedback
  - Write the names of two people at higher levels that are willing to give you advice and input as you need it
  - Identify at least one “go-to” person in each department
  - Write down the name of your adversary
  - Who is your ally or advocate?

# *Anticipate Political Hot-Buttons*

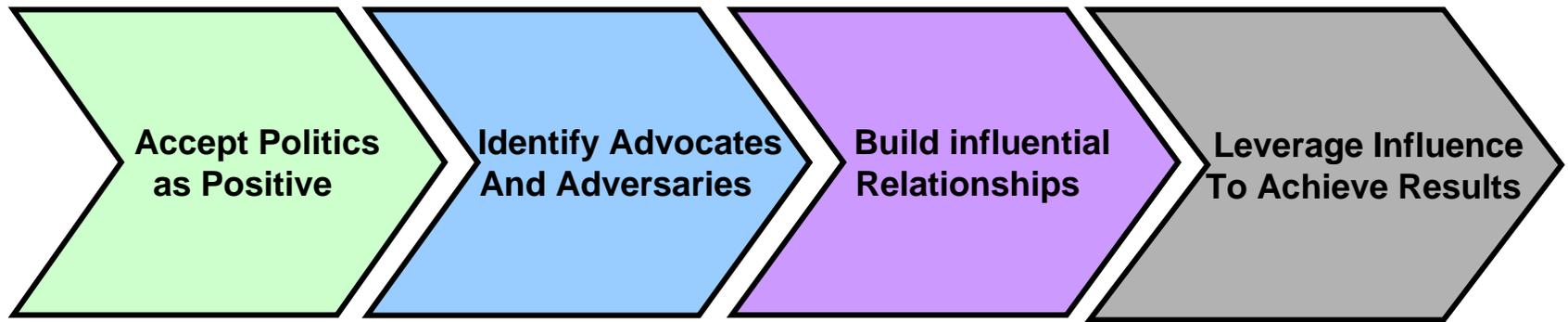
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- Recognize events where politics are likely to be involved
  - Key decision points
  - Competition for budget and resources
  - Setting project direction and priorities
- Communicate proactively with business partners before key meetings
- When providing opinions or recommendations, express pros and cons to provide a balanced view

# The End-Game

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*Always Read and Study Your Environment*



*Maximize Value and Results*