Cultivate your political skills

Duration: 1 day
Audience: Pour tous

Who is this training for?

This course is designed for managers, professionals, advisors, subject matter experts and project leaders who want to better understand their organizational environment, increase their influence and build the alliances needed to move ideas and initiatives forward.

It is particularly relevant for professionals working in complex, cross-functional or evolving environments, where understanding informal dynamics and engaging the right stakeholders are essential to achieving results.

Training objectives

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

- Decode the formal and informal dynamics of their organizational environment.
- Recognize different sources of power and understand how they shape decisions.
- Assess and strengthen their personal sources of influence, including credibility and visibility.
- Strategically develop their professional network and identify key stakeholders.
- Build alliances to help advance an idea, initiative or project.
- Adapt their influence strategy to different stakeholders, interests and situations.
- Develop and communicate a compelling case that addresses stakeholders' priorities and concerns.

Summary

Every organization has dynamics that extend beyond its formal structure. Decisions are shaped by priorities, culture, relationships, networks and the ability to engage the right people at the right time.

Developing political savvy is not about playing politics. It is about understanding how your organization really works, recognizing the interests at play and building relationships that help move ideas and initiatives forward with integrity.

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This course helps participants navigate formal and informal organizational dynamics, strengthen their credibility and develop the networks and alliances needed to increase their impact.

"In organizations, power and influence are not anomalies: they are inescapable realities that must be understood rather than denied." Jeffrey Pfeffer, Managing with Power

Course outline

Understanding Organizational Politics

- Develop a constructive and ethical perspective on political savvy
- Decode organizational priorities, culture and power dynamics
- Recognize the formal and informal rules that shape decisions

Building Your Influence Capital

- Recognize your different sources of power and influence
- Strengthen your credibility and visibility
- Identify your strengths and development opportunities in navigating organizational dynamics

Developing and Leveraging Your Network

- Understand the strategic value of your professional network
- Identify relationships to develop and maintain
- Leverage your network according to organizational priorities and initiatives

Building Strategic Alliances

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- Identify stakeholders who can support an initiative
- Understand their interests, influence and positioning
- Adapt your approach to build productive alliances

Increasing Your Organizational Impact

- Select influence strategies appropriate to the situation
- Build a compelling case that addresses stakeholders' priorities and concerns
- Turn political awareness into concrete action

Approach and methodology

This course uses a practical and reflective learning approach combining key concepts, self-assessments, peer discussions and hands-on application. Using real workplace situations, participants analyze their organizational environment, professional network and sources of influence to develop strategies tailored to their context.

Recommendations

Before the training, participants are asked to reflect on one or two real-life professional situations in which they have had to exert influence, or currently need to do so (e.g., advancing an idea, gaining buy-in, navigating resistance, dealing with informal dynamics).

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