



# STEPHANIE REYNOLDS CONSULTING

Leadership & Organizational Consultants

## ORGANIZATIONAL POLITICAL INTELLIGENCE

### ARE ORGANIZATIONAL POLITICS STANDING IN THE WAY OF YOUR SUCCESS?

**When “organizational politics” are present,** do you feel like you are facing an invisible force beyond your control and you just have to accept the limitations it places on your ability to achieve your goals? How much would your performance and results improve if you could successfully manage politics?

### HOW CAN YOU UP-LEVEL YOUR POLITICAL INTELLIGENCE?

Successful business leaders know how to navigate the landscape of organizational politics to get beyond obstacles to achieve business results, while continuing to maintain solid relationships. *Political Intelligence* breaks through restrictive thinking and provides a roadmap for assessing organizational politics. It provides the critical skills needed to help participants navigate and influence an organizations’ political environment. Instead of avoiding or blaming politics for a lack of results, participants learn how to embrace and use organizational politics to achieve their goals.

### Program Overview

**Organizational Political Intelligence** is delivered in one or two full-day workshops that develop and refine political acumen to enable business leaders to be more effective within their organization. Each workshop is highly interactive and provides “real world” skill practice that has immediate application for participants, who bring their challenges to the workshop. Intact teams experience the added benefit of collaborating on their strategies. The program is divided into four modules that are designed to provide participants with new concepts, models, and processes. Each module can be tailored to meet group needs.

**Module 1:**  
Introduction to  
Organizational Political Intelligence

**Module 2:**  
Mapping the  
Political Landscape

**Module 3:**  
Planning Your  
Campaign

**Module 4:**  
Mastering the  
Effective Influence

## MODULE ONE - Introduction to Organizational Political Intelligence

This module focuses on defining terms, understanding the inevitability and impact of organizational politics, and introducing program models and processes. Participants explore their personal biases and tendencies that inhibit the development of political skills through a PI-Q self-assessment and a simulation.

## MODULE TWO - Mapping the Political Landscape

Participants learn to analyze the political landscape to understand the powerbase. They learn to identify and define all the key power roles and influences involved in executing initiatives and how they shift and change. Participants create a map of their own political terrain, so they can select the best type of campaign strategy for their initiatives.

## MODULE THREE - Planning Your Campaign

Step by step, participants design a campaign with communication strategies and tactics for their particular case. They gain clarity about the overall strategy, the order and priority in which to engage, and the most effective messaging for different target groups. They capture their strategy and plan in a comprehensive tool.

## MODULE FOUR - Mastering Effective Influence

Participants learn about the nine types of influence and how to maximize effectiveness. They analyze how those in key power roles make decisions and how to better influence them. They assess the impact of their personal influence tendencies and learn to expand their repertoire. Participants practice the fundamentals of positioning and messaging that link to the needs and motivations of those they are trying to influence.

Tool, Concept, Model	Description of Tool Use and Benefit
Simulation	<ul style="list-style-type: none"><li>Uncover motivations and biases regarding politics through a simulation</li><li>Identify your Leadership Story about politics</li></ul>
PI-Q Self-Assessment	<ul style="list-style-type: none"><li>Assess participant level of political adeptness, and identify opportunities for closing the gap</li></ul>
Powerbase Map	<ul style="list-style-type: none"><li>Beyond organizational charts, identify key power roles in systems</li><li>Locate spheres of influence, system interconnections, and opposition</li></ul>
Campaign Plan	<ul style="list-style-type: none"><li>Apply a framework for successful campaigning</li><li>Understand distinct campaign strategies</li></ul>
Assessing People Readiness	<ul style="list-style-type: none"><li>Utilize models to assess interest and concerns</li></ul>
Messaging	<ul style="list-style-type: none"><li>Develop a campaign message and identify ways to adapt to different audiences</li></ul>
Effective Influence Models	<ul style="list-style-type: none"><li>Expand skills and develop repertoire in influencing key players</li><li>Identify ways to connect with people, learn about their interests and concerns, and link your interests to their interests</li></ul>
Action Plans	<ul style="list-style-type: none"><li>Apply tools, concepts, and models to participate situations</li><li>Create action plans</li></ul>

## ABOUT SRC

Stephanie Reynolds Consulting is a premier provider of executive coaching, team facilitation, organizational change management, and leadership training solutions. We offer a very successful track record over many years of working with clients ranging from the private, public, and non-profit sectors. Our clients include: Alaska Airlines, The University of Washington, Amazon, Microsoft, Navos Behavioral Health, Philips Healthcare, Cancer Research and Biostatistics, Forefront Suicide Prevention, and Colliers International. We specialize in designing and delivering solutions to scale individuals, teams, and organizations. We are respected for our client commitment, business acumen, trusted advice, and remarkable results.