

Navigating 'Office Politics' positively

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Business and management

This section brings together the most up-to-date thought leadership, technical resources and professional guidance for ICAEW members in business. It also includes the more specialist information provided by ICAEW's Business and Management Faculty.



Need to know

Business and Management Faculty <p>The faculty provides a mix of technical and soft skill resources to help members meet their CFO requirements and keep abreast of the changing world of business. Resources include our monthly magazines, special reports, quarterly briefings, as well as our popular webinar and events programme.</p>	Coronavirus (COVID-19) hub <p>Coronavirus is not just a world health emergency; it is an economic one too. The economic impacts are plain to see and emergency provisions are being made worldwide in an attempt to support individuals, business and anyone who advises them. ICAEW is monitoring the situation closely and collating resources as conditions unfold.</p>	Core Accounting and Tax Service (Bloomsbury) <p>From May to October 2020 members in business have free trial access to Bloomsbury Professional's comprehensive online library, comprising over 60 titles from leading commercial law, tax and accounting subject matter experts.</p>
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Commercial insight



EXPANDING THE CFO'S HORIZONS

SPECIAL REPORT
SEPTEMBER 2020

Tourism in the UK - post covid



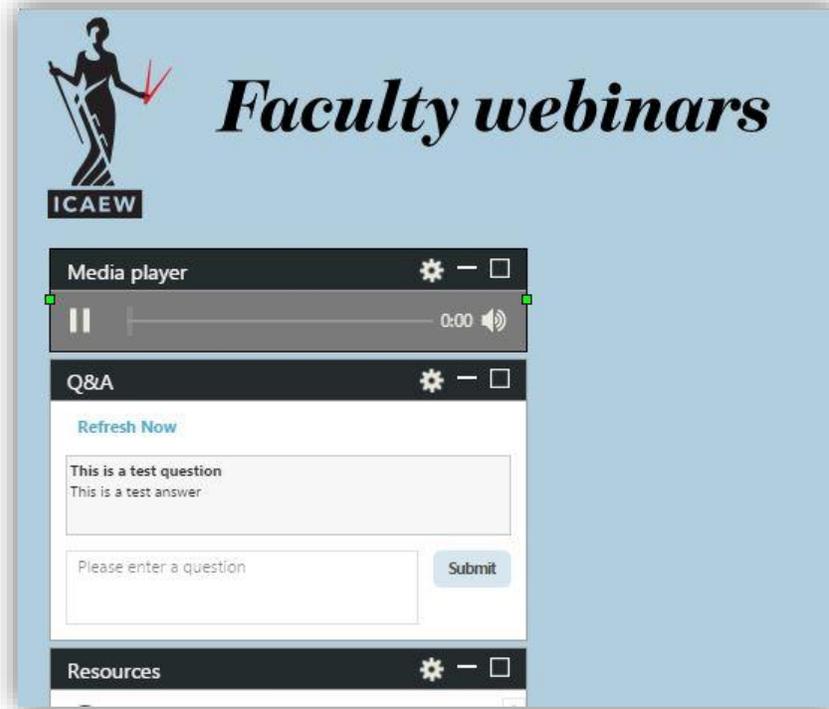
How UK tourism should respond to lockdown lifting.

[Read article](#)

Articles	Resources
<ul style="list-style-type: none">> What is a post furlough world?> The future of agriculture> How to communicate better	<ul style="list-style-type: none">> PDF of July/August magazine> July/August technical update> View our past webinar recordings

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

Ask a question or download resources



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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

5th November 2020



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.



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.."



"Politics beats the passion out of people"

"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**

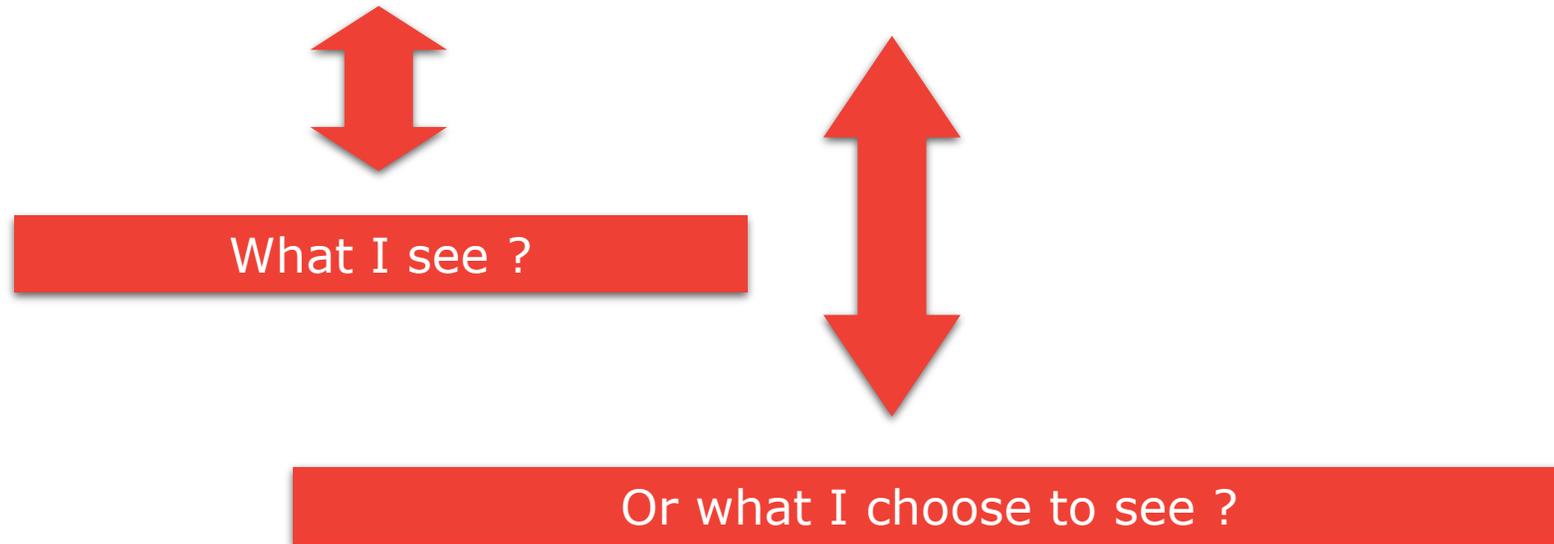
✦ **Results achieved through the informal as well as the formal channels**

👍 **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'?



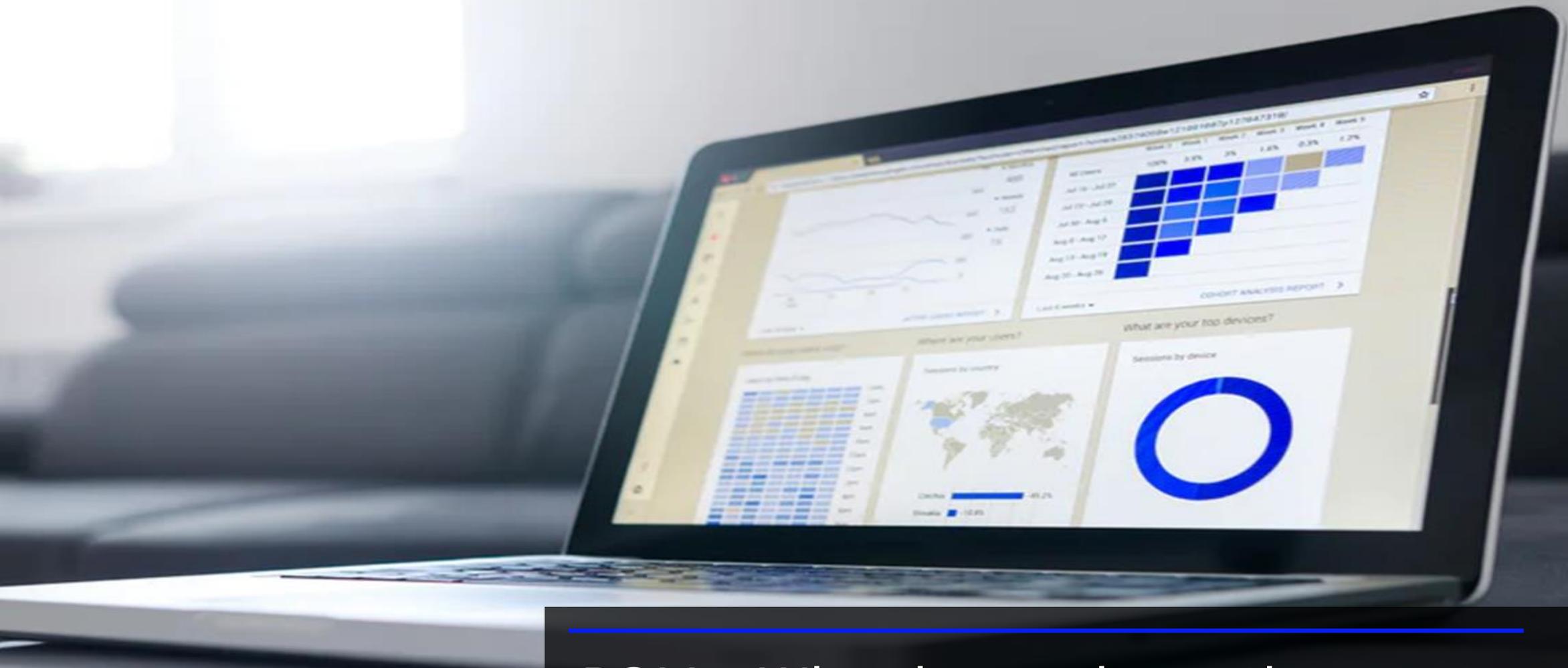
Who is 'political'?



I see others as being
'political'

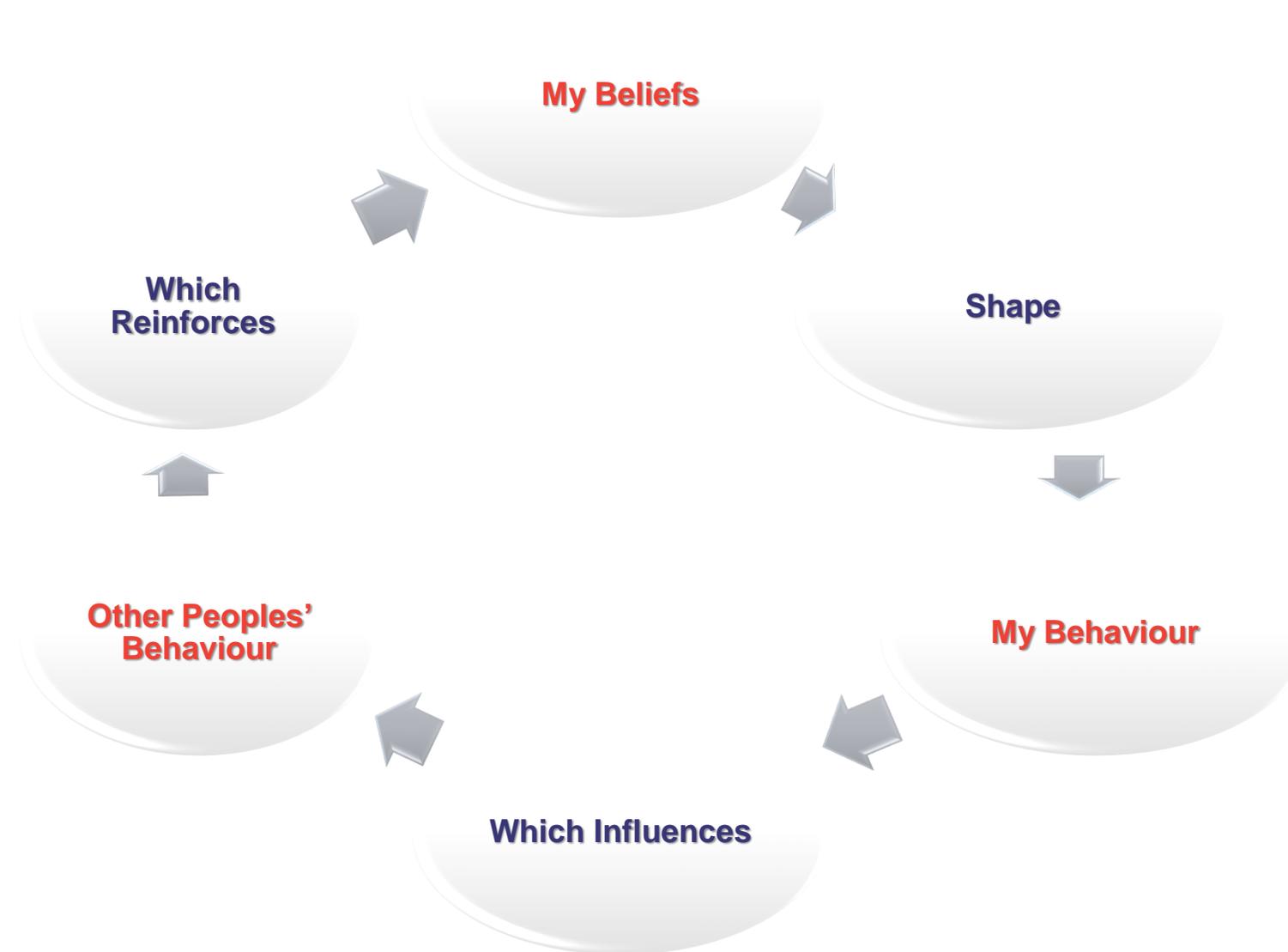


But, how do they see me?



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



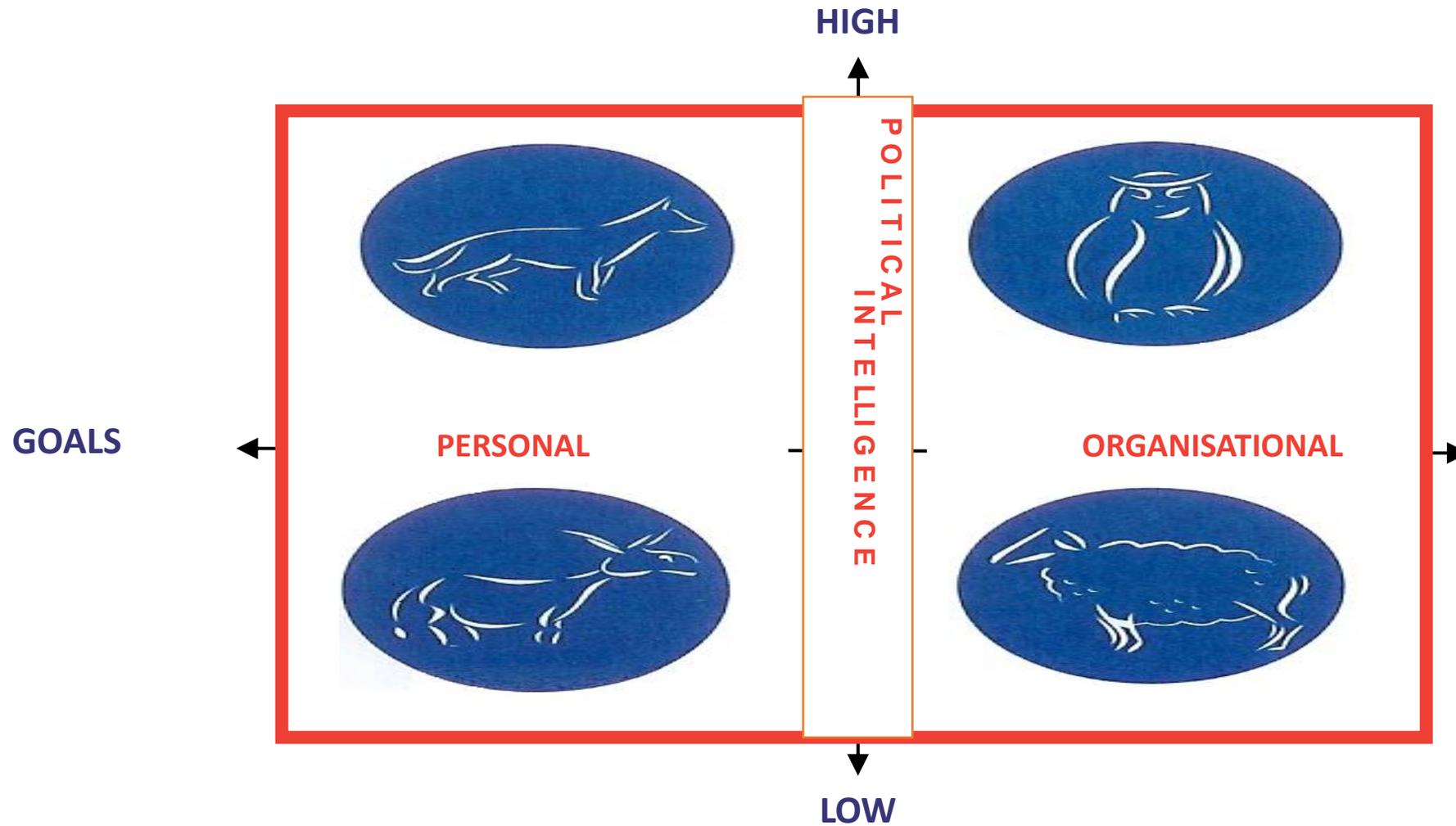
The political 'animal' model



The political 'animal' model



The political 'animal' model



Political skill tips

COMMUNICATION

INFLUENCING

NETWORKING

FACTOR X



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
 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 to arrange a conversation.

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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://www.icaew.com/bamevents)

Thank you for attending

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Upcoming BAM webinars and events

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