



Navigating Office Politics

How to Stand Up Without Falling Down

OSUAP Conference - June 13, 2019
Presented by: Von Coler Cason

Agenda

- What is office politics?
- How does it impact a business or individual?
- What are the negative outcomes?
- What are the positive outcomes
- Pointers on how to navigate
- Conclusion/Questions

I. What is Office Politics?

The use of power and social networking by a person or group of people within an organization to achieve changes that benefit the organization or individuals within it. The Influence by individuals that may serve personal interest without regard to its effect on the organization itself.

Strategies people use to seek an advantage at the expense of others or the greater good of the organization.

Informal, unofficial and sometimes behind-the-scenes efforts to sell ideas, influence an organization increase power, or achieve other targeted objectives.

Politics is Everywhere

No School, Business, Community Group, Organization or Family is exempt from politics

Anywhere there is more than one person engaged in any activity



You will have Politics

II. How does it impact a business?

Creates an Environment of Distrust

Reduces Productivity

Undermines Employee Loyalty

Results in High Turn-over Rate



How does it impact an individual?

When hired you are often told that you are now a part of the “TEAM”

When actually you become fresh "MEAT" - a victim of the damaging effects that office politics can have on an individual

Excluded, Over Looked, Criticized, Uninformed, Socially/Emotionally Depleted, Miserable



III. Negative Outcomes

- Personality Clashes
- High Turnover
- Hostile Work Environments
- Excessive Absenteeism
- Stunted Creativity
- Rumors and Gossip

IV. Positive Outcomes

- Bring your “A” Game
- Exposes character of others
- Opportunity to examine yourself/your character
- Exemplifies the importance of integrity
- Motivation for you to move on

V. Pointers on how to navigate the negativity of office politics

Accept the Fact that Office Politics is Real

Stay Current in Your Role and Responsibilities - Aspire to learn your job and know how it fits into the overall organization

Improve on Your Negotiation Skills

Communicate Effectively

Make Sure Your Motives are Right - Avoid becoming part of the problem

Try to look for the good in people, situations and actions
- Don't assume everyone is only out for themselves

Create a Positive Environment

Focus your attention on improving yourself and less on trying to change others

A person is shown from behind, silhouetted against a bright sunset over a body of water. The sun is low on the horizon, creating a shimmering reflection on the water's surface. The sky is a mix of soft orange and pale blue. In the distance, a small boat is visible on the water. The entire scene is framed by a white border, which is itself set against a green background with abstract geometric shapes.

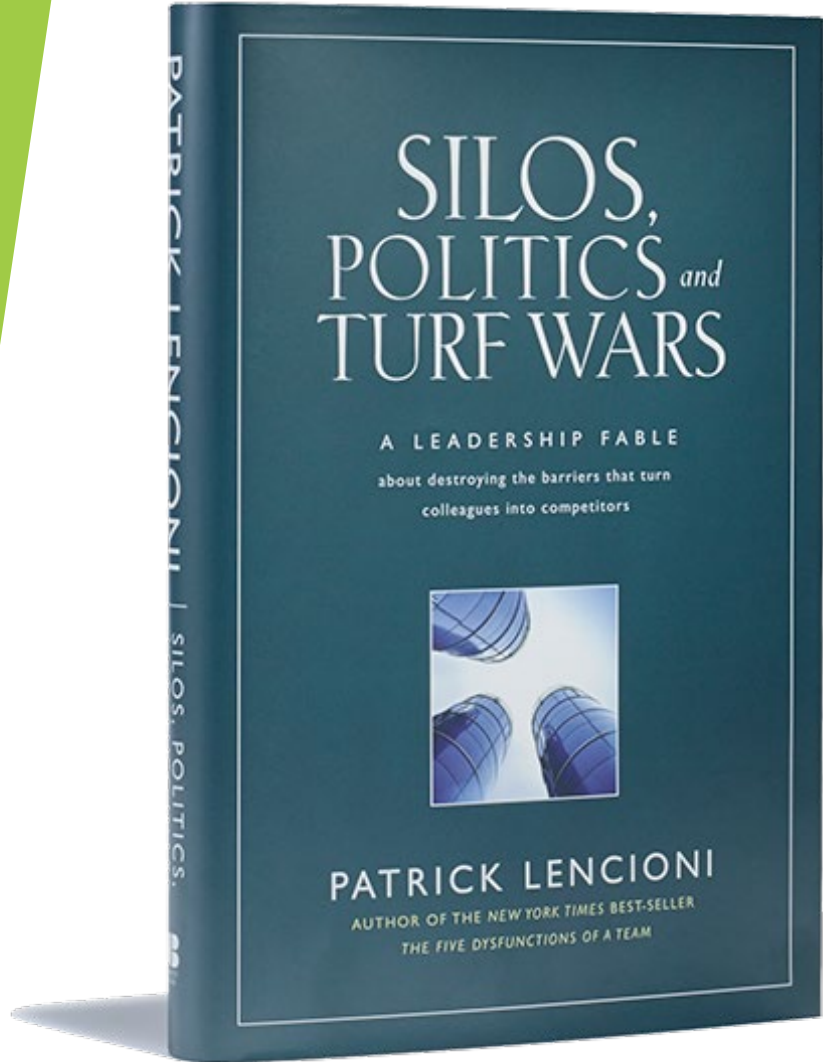
God,

*grant me the serenity
to accept the people I cannot change,
the courage to change the one I can,
and the wisdom to know it's me.*

The True Key to Navigating Office Politics...

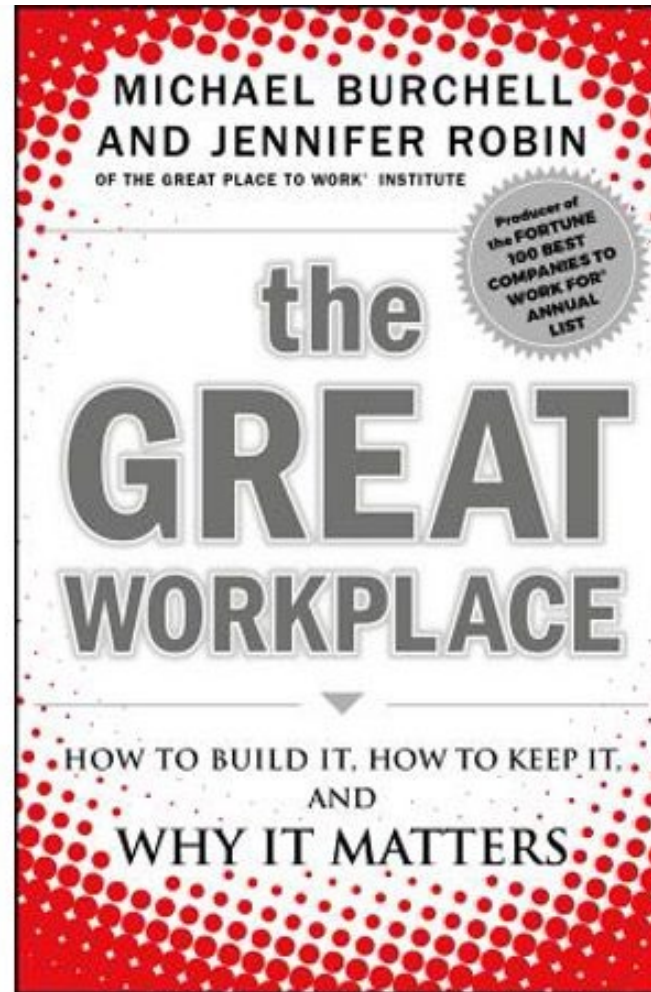


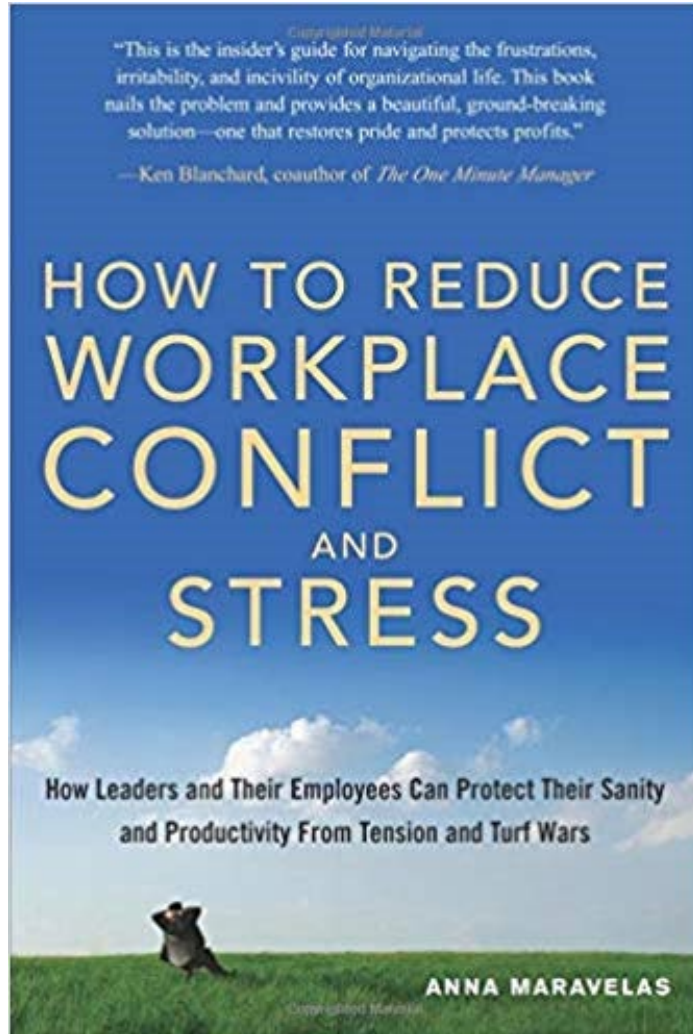
Is positioning yourself to
be the absolute best You
that You can be!



By: Patrick Lencioni

By: Michael Burchell





By: Anna Maravelas

QUESTIONS ?

THANK YOU

“No one is an expert on everything. Intellectual humility is a strength not a weakness”
Angela Duckworth - CEO and Co-founder of the Character Lab

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