

POLITICAL SAVVY & EMOTIONAL INTELLIGENCE



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Introduction

Organizations run on more than structure and procedure. Decisions are shaped by relationships, alliances, timing, and the unspoken rules that determine whose view carries weight. Professionals who ignore this reality lose influence they have earned; those who read it skilfully advance ideas that matter. This Political Savvy & Emotional Intelligence Training Course develops both capabilities together. Learners study the MayerSalovey emotional intelligence model, workplace power dynamics, and ethical influence techniques. Furthermore, the course covers stakeholder mapping, coalition building, and handling difficult personalities. As a result, participants navigate organizational life with insight, integrity, and greater effectiveness.

Political Savvy & Emotional Intelligence Course Objectives

- Apply the MayerSalovey emotional intelligence model to workplace relationships.
- Map power, influence, and decision rights using stakeholder analysis grids.
- Recognize organizational culture, informal networks, and unwritten rules.
- Read emotional cues and adjust approach in high-stakes conversations.
- Build coalitions and alliances through reciprocity and trust building.
- Apply Cialdini's six principles of persuasion ethically.
- Manage difficult personalities using the ThomasKilmann conflict modes.
- Regulate personal reactions to provocation, criticism, and exclusion.
- Design influence strategies using the stakeholder influence map.
- Maintain ethical boundaries between political skill and manipulation.



Course Methodology

This course combines short lectures with case-based practice. Participants map the power landscape of their own organization, analyse political scenarios, and rehearse influence conversations. Trainers use role-play, recorded practice, and structured debriefs. Group discussion examines what worked and why. In addition, participants build a personal influence plan with ethical guardrails.

Who Should Take This Course

- Managers navigating complex organizational structures
- High-potential professionals preparing for senior roles
- Project and programme leaders working across functions
- HR and change professionals managing stakeholder resistance
- Specialists whose ideas need executive sponsorship
- Consultants operating inside client politics
- Anyone who must influence decisions without formal authority

Political Savvy & Emotional Intelligence Course Outlines

Day 1: Understanding Organizational Politics

- What organizational politics is and why it exists
- Formal authority versus informal influence
- Power sources: position, expertise, relationships, information
- Reading organizational culture and unwritten rules

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- Mapping decision rights and approval paths
- Common political mistakes and their cost
- Power landscape mapping for your own unit

Day 2: Emotional Intelligence Foundations

- The MayerSalovey model: perceiving, using, understanding, managing emotions
- Emotional self-awareness and trigger recognition
- Reading emotional cues in meetings and negotiations
- Managing emotions under pressure with reappraisal
- Empathy and perspective-taking as political assets
- Emotional hijack and recovery techniques
- Self-awareness practice with peer feedback

Day 3: Influence and Coalition Building

- Influence mapping and identifying key stakeholders
- Building alliances through reciprocity and reliability
- Cialdini's six principles applied ethically
- Framing proposals for different audience interests
- Timing, sequencing, and pre-meetings
- Coalition maintenance and obligation management
- Influence strategy workshop

Day 4: Handling Difficult People and Politics

- Recognizing manipulative and self-serving tactics
- Defending against credit-taking and blame-shifting



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- The ThomasKilmann five conflict modes applied
- Managing conflict with superiors and peers
- Neutral language and evidence-based responses
- Knowing when to escalate and when to withdraw
- Difficult-person scenario practice

Day 5: Ethics, Reputation, and Sustained Influence

- The line between political skill and manipulation
- Building a reputation for integrity and reliability
- Managing up: working effectively with leadership
- Networking and relationship maintenance
- Recovering reputation after setbacks
- Personal influence plan with ethical guardrails
- Final assessment and action commitments

Conclusion

By successfully completing Political Savvy & Emotional Intelligence, participants will gain a practical understanding of how influence actually operates in organizations and how emotional awareness strengthens it. They will be able to map power accurately, read situations before acting, build support for their ideas, defend against manipulative behaviour, and maintain integrity while doing so. In addition, they will know how to sustain a reputation worth trusting. Gentex Training Center designed this course so that learners return to work with sharper judgement and ethical influence.





FAQs

Q1 What is the "Political Savvy & Emotional Intelligence" course about?

It teaches how organizational influence actually works and how emotional awareness improves it. Participants study power dynamics, stakeholder mapping, coalition building, difficult personalities, and ethical boundaries through case-based practice.

Q2 What are the key benefits of the "Political Savvy & Emotional Intelligence" course?

Participants gain support for their ideas more reliably, avoid costly missteps with decision makers, and defend themselves against manipulative behaviour. They also handle difficult personalities with composure and build a reputation for integrity while remaining effective.

Q3 What skills will I gain from the "Political Savvy & Emotional Intelligence" course?

You will gain organizational power and stakeholder analysis, emotional self-awareness and regulation, influence and coalition building, and difficult-person handling and ethical navigation. These four skills combine to make you effective without compromising your principles.



Q4 What tools, methods, or standards are covered in the "Political Savvy & Emotional Intelligence" course?

The course covers the MayerSalovey emotional intelligence model, stakeholder analysis grids, the Power/Interest Grid, the stakeholder influence map, Cialdini's six principles of persuasion, the ThomasKilmann five conflict modes, and cognitive reappraisal techniques.

Q5 How is the "Political Savvy & Emotional Intelligence" course applied in real-world practice?

Professionals apply it when proposing initiatives, seeking budget approval, managing a difficult colleague, navigating restructuring, and building sponsorship for a project. The methods transfer to any setting where relationships and timing shape whether good ideas survive.