

POLITICAL SAVVY: MAXIMISING YOUR INFLUENCE IN THE ORGANISATION



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Introduction

Good ideas do not win on merit alone. They advance when their sponsors understand who decides, what those decision makers care about, and when to raise the question. This Political Savvy: Maximising Your Influence in the Organisation Training Course builds that understanding deliberately. Learners study organizational power structures, stakeholder mapping, and ethical influence techniques used by effective professionals. Furthermore, the course covers coalition building, reputation management, and handling resistance constructively. As a result, participants read their organizational environment accurately, gain support for their priorities, and build influence that lasts without compromising their integrity.

Political Savvy: Maximising Your Influence in the Organisation Course Objectives

- Map organizational power, influence, and decision rights using stakeholder analysis grids.
- Apply the Power/Interest Grid and Salience Model to identify key players.
- Distinguish formal authority from informal influence and use both.
- Recognize organizational culture, informal networks, and unwritten rules.
- Build coalitions through reciprocity, reliability, and relationship maintenance.
- Apply Cialdini's six principles of persuasion ethically.
- Frame proposals for different stakeholder interests and priorities.
- Use the ThomasKilmann conflict modes to handle resistance and disagreement.
- Manage your reputation and manage upwards with senior leaders.
- Maintain clear 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 organizations
- Anyone who must influence decisions without formal authority

Political Savvy: Maximising Your Influence in the Organisation 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 pathways
- Common political mistakes and their cost
- Power landscape mapping for your own unit

Day 2: Stakeholder Mapping and Analysis

- Stakeholder registers and influence grids
- The Power/Interest Grid and the Mendelow matrix
- The Saliency Model: power, legitimacy, and urgency
- Identifying sponsors, blockers, and swing stakeholders
- Assessing attitude: champion, supporter, neutral, critic
- Timing and sequencing of engagement
- Stakeholder analysis workshop

Day 3: Influence and Coalition Building

- Influence mapping and priority relationship investment
- Building alliances through reciprocity and reliability
- Cialdini's six principles applied ethically
- Framing proposals for different audience interests
- Pre-meetings, agenda control, and decision shaping
- Coalition maintenance and obligation management
- Influence strategy workshop

Day 4: Handling Resistance and Difficult Players

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



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

Day 5: Reputation, Ethics, and Sustained Influence

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

Conclusion

By successfully completing Political Savvy: Maximising Your Influence in the Organisation, participants will gain a practical understanding of how influence operates inside organizations and how to use it responsibly. They will be able to map power accurately, identify the right stakeholders, build coalitions around shared interests, handle resistance, and manage their reputation over time. In addition, they will know where the ethical line sits and how to stay on the right side of it. Gentex Training Center designed this course so that learners return to work with sharper organizational judgement and greater influence.





FAQs

Q1 What is the "Political Savvy: Maximising Your Influence in the Organisation" course about?

It teaches how decisions are really made inside organizations and how professionals can influence them responsibly. Participants study power structures, stakeholder mapping, coalition building, resistance handling, and reputation management through case-based practice.

Q2 What are the key benefits of the "Political Savvy: Maximising Your Influence in the Organisation" course?

Participants gain approval for their initiatives more reliably, avoid costly missteps with decision makers, and build support before proposals reach formal meetings. They also handle resistance constructively and develop a reputation that opens doors without compromising their principles.

Q3 What skills will I gain from the "Political Savvy: Maximising Your Influence in the Organisation" course?

You will gain organizational power and stakeholder analysis, influence and coalition building, resistance and difficult-player handling, and reputation management with ethical navigation. These four skills combine to make you effective in complex organizational settings.



Q4 What tools, methods, or standards are covered in the "Political Savvy: Maximising Your Influence in the Organisation" course?

The course covers the Power/Interest Grid, the Mendelow matrix, the Saliency Model, stakeholder registers and influence maps, Cialdini's six principles of persuasion, the ThomasKilmann five conflict modes, and structured pre-meeting and agenda-shaping techniques.

Q5 How is the "Political Savvy: Maximising Your Influence in the Organisation" course applied in real-world practice?

Professionals apply it when proposing new initiatives, seeking budget approval, navigating restructuring, resolving cross-department deadlock, and building sponsorship for a project. The methods transfer to any setting where relationships and timing decide whether a good idea receives support.