



How to navigate today's complex business networks and office politics

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**You don't have
to be crazy to
work here, but
it sure helps.**

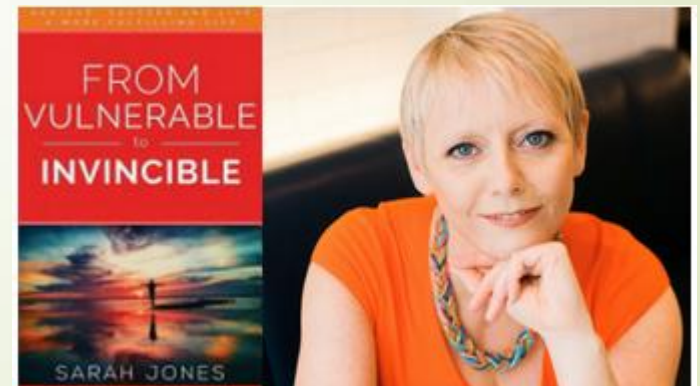


Office Politics Quotes
www.geckoandfly.com



Welcome!

- How to navigate today's complex business networks and set ups
- How to rise above difficult and challenging situations and still get your point across
- How to remain intact and true to yourself, and your vision for your business and/or team
- 20 plus years experience up to board level in communications
- 10 years freelancing – coaching organisations, teams and individuals







AstraZeneca 

NHS




COMMUNICATIONS
GROUP



exel 

 **Abbott**
Nutrition

freud
communications



A not so famous quote!

“If you have got time for office politics - you are not busy enough.”

John Murray Allan – former CEO – Exel plc





What is office politics?

- Official definition from Collins Dictionary
- “the ways that power is shared in an organization or workplace, and the ways that it is affected by the personal relationships between the people who work there”



In summary

- Workplace interactions
 - Relationships
 - Behaviours
 - Power
 - Status
- 

When it's bad...

- Stops performance
- Disruptive
- Bullying
- Manipulation
- Power struggles
- Gossip
- Stress





Effects!

- ▶ As an employee:
 - ▶ Stressful
 - ▶ Affects performance and morale
- ▶ As a business owner:
 - ▶ Stressful
 - ▶ Affects performance and morale

Summary

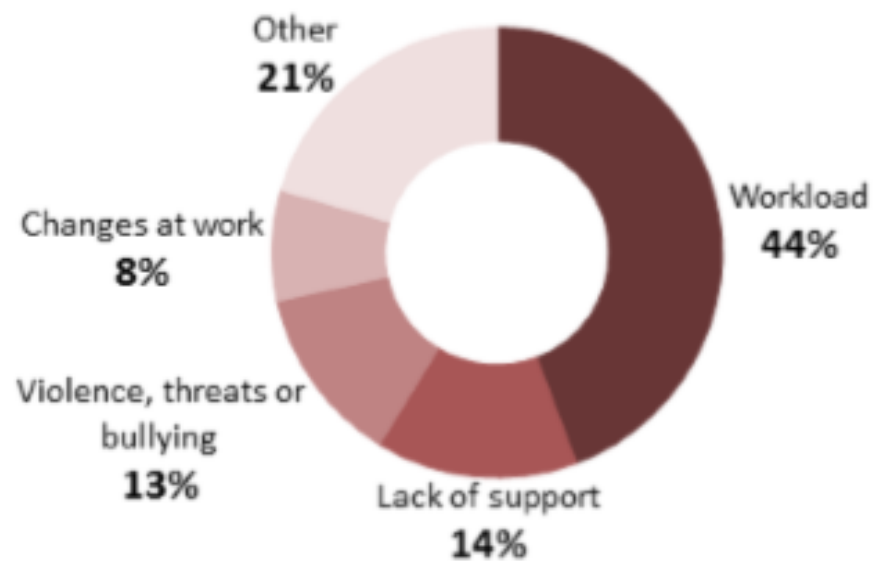
526,000

Workers suffering from work-related stress, depression or anxiety (new or long-standing) in 2016/17

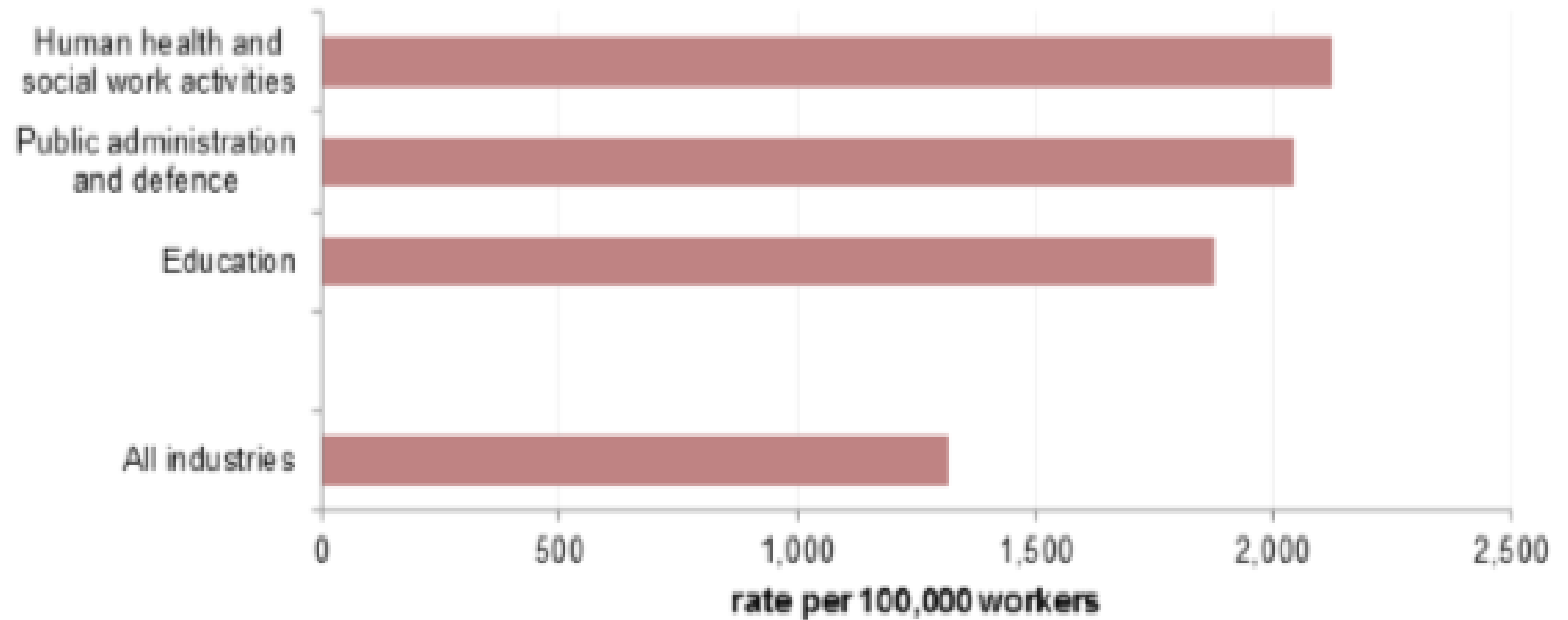
12.5 million

Working days lost due to work-related stress, depression or anxiety in 2016/17

Stress, depression or anxiety by cause, averaged 2009/10-2011/12



Industries with higher than average rates of stress, depression or anxiety, averaged 2014/15-2016/17



A different slant?

- Networking
- Understanding relationships
- Understanding informal and formal networks
- Building relationships
- Aids performance
- Visibility
- Build careers
- Win-win!



Survival tips – for employees

- Accept you will need to build and influence relationships
- Understand the formal and informal networks of your organisation
- Connect and build bridges
- Ask about the culture – how do things get done here?
- Be authentic – show an interest in people – what is their style
- Understand your own style – profiling tools
- What is going on in the wider organisation?
- Flag any issues with your boss
- Understand your role and objectives
- Avoid gossip!



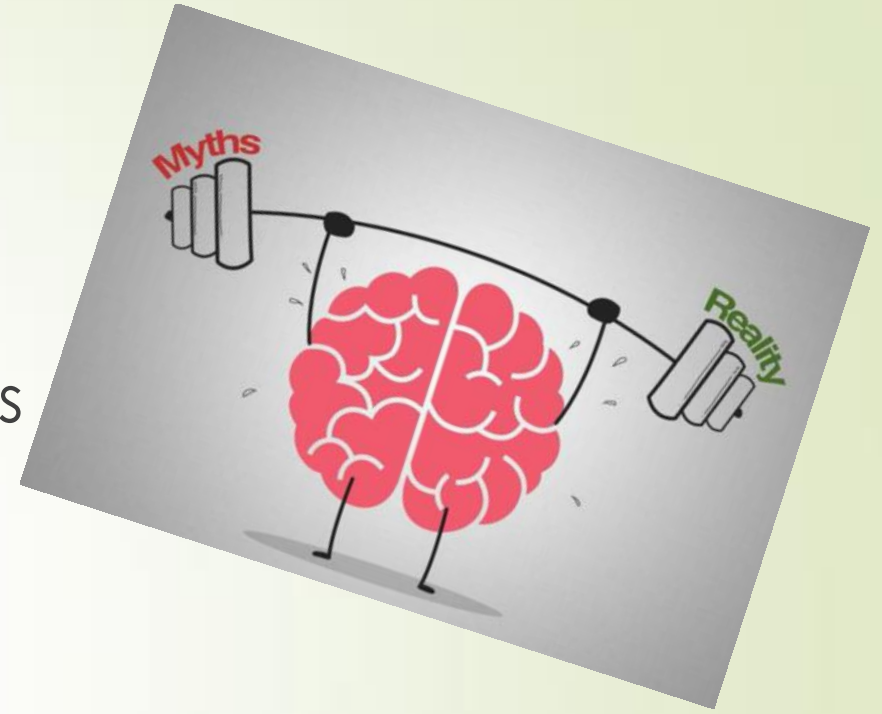


Survival tips – for bosses!

- Set clear roles and objectives for your teams
- Set a clear culture and values
- Set a tone – walk the walk talk the talk
- Regular coaching, management and mentoring
- Introduce and connect people
- Hold regular sessions for team-building and relationship building
- Address anything that is unhealthy/bullying behaviour
 - Processes

And remember

- Focus on what you can influence
- Seek great performance aligned to goals
- Try not to take things personally
- Try not to make assumptions
- Don't catastrophise
- Review your own interactions and behaviours
 - What would I do differently?
 - How might this have come across? E.g. phone versus email !!
- You can only change yourself not others
- **Personal responsibility and accountability!**





DON'T TAKE ANYTHING PERSONALLY

Nothing others do is because of you.

What others say and do is a projection of their own reality, their own dream.

When you are immune to the opinions and actions of others, you won't be the victim of needless suffering

Don Miguel Ruiz