



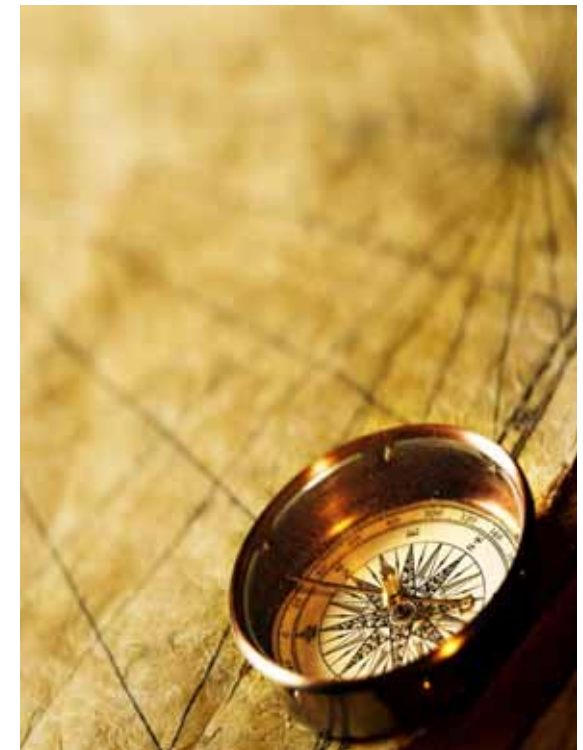
# CORPORATE POLITICS SURVIVAL GUIDE – SECRETS FROM THE TOP!

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4/9/18

# AGENDA

Topic
<b>Corporate Politics &amp; Relationship Systems</b>
<b>Key Emotional Intelligence Skills</b>
<b>Secrets from the Top</b>
<b>Stakeholder Assessment Tool</b>



# OBJECTIVES

- By the end of this course, you will:
  - Understand which Emotional Intelligence Skills to Master for Political Savvy
  - Learn Best Practices from Successful Corporate Politicians
  - Have a Stakeholder Analysis Tool for Key Initiatives

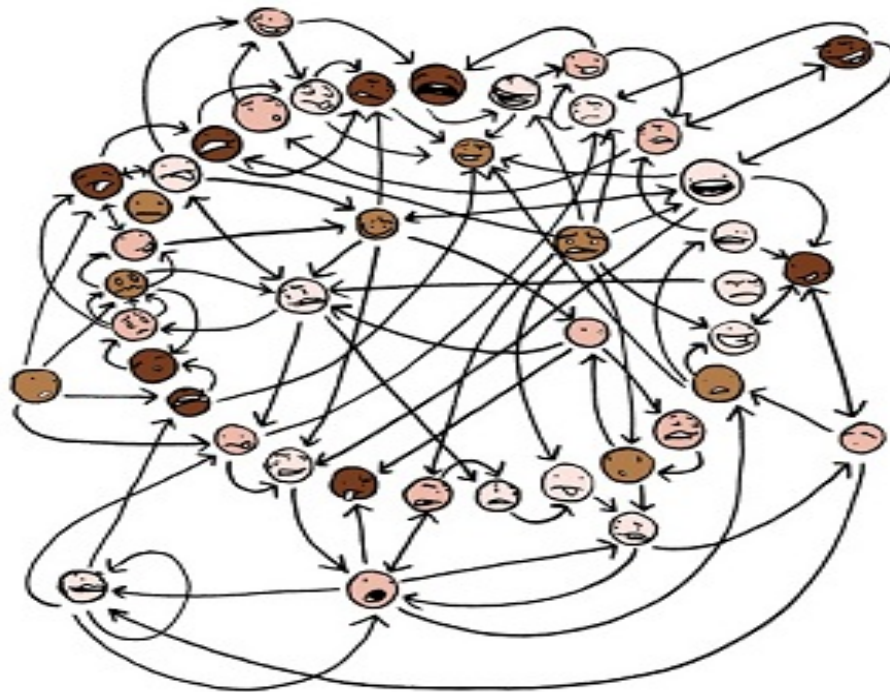


## LET'S START WITH A QUESTION

- What Do You Believe About Corporate Politics?
  1. It's Sucking-up/Brown-nosing
  2. Only The 'Golden Children' Get Raises & Promotions
  3. If I 'Hitch My Wagon' To The Right Senior Leader I'll Be OK
  4. I've Never Been Able To Figure It Out
  5. I Know It Exists But I Don't Know the Rules



# DOES IT FEEL LIKE THIS?

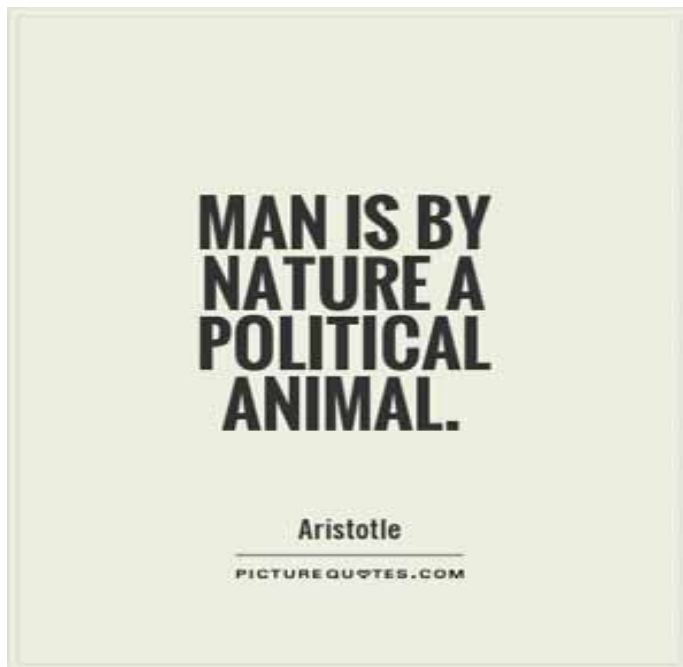


Source: TVTropes.org

## WANT A "SECRET HANDBOOK"?



# CORPORATE POLITICS = NAVIGATING RELATIONSHIP SYSTEMS



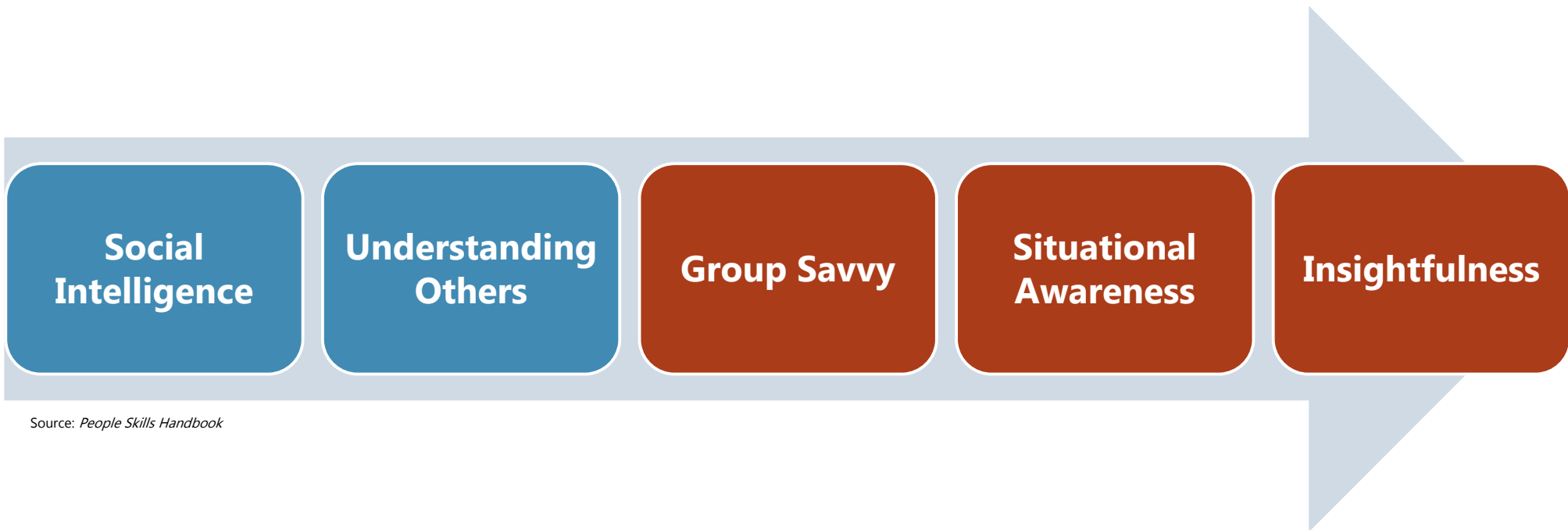
Source: Center for Right Relationship





# NAVIGATING RELATIONSHIPS REQUIRES EMOTIONAL INTELLIGENCE

# RELATIONSHIP SYSTEMS REQUIRE EMOTIONAL INTELLIGENCE



Source: *People Skills Handbook*

# WHAT'S EMOTIONAL INTELLIGENCE?

- Ability to Recognize, Understand & Manage Your Emotions & the Emotions of Others to Create Success
- Success = Ability to Achieve YOUR Personal & Professional Goals
- It is Not
  - Aptitude
  - Achievement
  - Personality



# RELATIONSHIP SYSTEMS REQUIRE EMOTIONAL INTELLIGENCE

## Interpersonal

## Environment

**Social  
Intelligence**

**Understanding  
Others**

**Group Savvy**

**Situational  
Awareness**

**Insightfulness**



# INTERPERSONAL

**Social Intelligence**

**Understanding Others**

# WHAT YOU NEED TO KNOW: INTERPERSONAL EI COMPETENCIES

- Social Intelligence –
  - Sensing, Understanding & Reacting Effectively
  - Emotions & Interactions
  - Getting Along & Cooperating
  
- Understanding Others –
  - Curious About & Working to Comprehend
  - Motivations, Feelings & Moods Underlying Behavior





# ENVIRONMENT



**Group Savvy**

**Situational Awareness**

**Insightfulness**

# WHAT YOU NEED TO KNOW: ENVIRONMENT EI COMPETENCIES

- Group Savvy
  - Reading Dynamics & Adjusting
  - To Get Impact or Action
  
- Situational Awareness
  - Alert & Informed
  - Read Patterns & Find Uniqueness
  
- Insightfulness
  - See Beyond the Obvious





# A QUESTION

- How Often do You Prepare for the EI & Relationship Systems Aspects of a Meeting?
  1. Rarely
  2. Sometimes
  3. Usually
  4. Always



# "SECRETS FROM THE TOP" – A.K.A. WHAT WORKS!



# I. PREPARATION

- A. Focus
- B. Know Your Audience
- C. Add Value



# I. PREPARATION

## A. Focus

- What Matters Most?
  - Top 3 Things
  - Early Wins
- Email Strategies



# I. PREPARATION

## B. Know Your Audience

- Stakeholder Analysis Tool
- Meeting Prep
  - Priorities
  - DiSC Type
  - Messaging



# STAKEHOLDER ANALYSIS

Stakeholder & Role	Alignment on Strategy (L/M/H)	Relationship Quality (L/M/H)	Interest Level (L/M/H)	Ability to Influence Your Outcome (L/M/H)	Positions & Expectations: What Do They Care About? What Motivates Them?	Approach & Key Messages
1						
2						
3						
4						
5						
6						
7						
8						
9						
10						

# I. PREPARATION

## C. Add Value

- Alternative Perspectives
- Key Messages



## II. COMMUNICATION

- D. Form Alliances
- E. Over-Communicate





## II. COMMUNICATION

### D. Form Alliances

- Buddy at the Table
- Mentor/Sponsor
- Designed Alliances



## II. COMMUNICATION

### E. Over-Communicate

- Professional Brand
- Sound Bites
- Contact Strategy
- It's NOT Bragging!



## III. EXECUTIVE PRESENCE

- F. Complete Package
- G. Logistics



## III. EXECUTIVE PRESENCE

### F. Complete Package

- Succinct
- Optics
- Confidence
- Sportsmanship



## III. EXECUTIVE PRESENCE

### G. Logistics

- Be Where "They" Are
- Schedule It
- When in Rome ...



# STAKEHOLDER ANALYSIS TOOL



### DESIGNED ALLIANCE

### FOCUS

### SUCCINCT MESSAGING & ADDING VALUE

Stakeholder & Role	Alignment on Strategy (L/M/H)	Relationship Quality (L/M/H)	Interest Level (L/M/H)	Ability to Influence Your Outcome (L/M/H)	Positions & Expectations: What Do They Care About? What Motivates Them?	Approach & Key Messages
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### CONTACT STRATEGY

Stakeholder & Role	Alignment on Strategy (L/M/H)	Relationship Quality (L/M/H)	Interest Level (L/M/H)	Ability to Influence Your Outcome (L/M/H)	Positions & Expectations: What Do They Care About? What Motivates Them?	Approach & Key Messages
1 Ron- President/Boss	H	M	H	H	<ul style="list-style-type: none"> <li>Stopping market share losses</li> <li>Delivering top &amp; bottom line goals</li> <li>Pressure from Corporate</li> <li>Accounting/Finance background</li> <li>DiSC C/d</li> </ul>	<ul style="list-style-type: none"> <li>Set context – how this delivers on our goals</li> <li>Bullet points</li> <li>Facts backed up by detailed exhibits with numerical proof</li> <li>Confidence ranges</li> </ul> <p>Message: I have high confidence this will drive results and I can prove it.</p>
2 Frank – VP Sales	H	M	L	M	<ul style="list-style-type: none"> <li>Wants his team freed up to focus on new sales</li> <li>Bonus tied to Biz Unit goals</li> <li>Sales background</li> <li>DiSC I/i</li> </ul>	<ul style="list-style-type: none"> <li>Relationship talk 1<sup>st</sup> – kids/golf</li> <li>Bullet points</li> <li>One page only</li> </ul> <p>Message: This will deliver for the business out of my budget &amp; your folks don't need to do a thing except keep selling!</p>

**EXAMPLE:**  
VP MARKETING NEEDS BUY-IN TO USE AUTHORIZED DISTRIBUTORS FOR RETENTION INITIATIVE



## YOUR TURN !

- Select a Top Initiative
- Identify a Key Stakeholder
- Assess Him/Her on Criteria in each Column
- Strategize an Approach
- Create Succinct Messages



# SUMMARY



## NOW YOU KNOW....

- What EI is & Why it's Important
- How EI Helps Navigate Corporate Politics
- Top 7 "Secrets from the Top"
- Suggestions to Implement Today



## NEXT? PUT IT INTO PRACTICE!

- Commit!
  - What You'll Do & When
  - Accountability Partner
- Resources
  - A. Stakeholder Analysis Tool
  - B. Meeting Strategy Planning Tool
  - C. Emotional Intelligence Assessment
  - D. DiSC Communication/Behavior Style Assessment
  - E. Recorded "Corporate Politics" Webinar



## QUESTIONS? MORE INFO?



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# QUESTIONS AND ANSWERS?

END OF PRESENTATION

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# THANK YOU FOR YOUR TIME AND ATTENTION!

IIA CHAPTER CHICAGO | 58<sup>TH</sup> ANNUAL SEMINAR