# Training Course on Political Savvy: Maximising Your Influence in the Organisation

Professional Development Training Course Outline

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| **Category** | Development | **Duration** | 10 Days |
| **Base Fee** | $3,000 USD | **Delivery Mode** | Online / On-site Hybrid |

## Course Introduction

In today's dynamic organizational landscapes, the ability to navigate complex interpersonal dynamics and influence outcomes is paramount. **Training Course on Political Savvy: Maximising Your Influence in the Organisation** equips participants with the essential skills to understand the often-unspoken rules, build strategic alliances, and ethically maximise their influence. By developing a keen awareness of organizational culture and power structures, individuals can more effectively advocate for their ideas, navigate potential obstacles, and contribute to the overall success of the organization. Mastering **organizational politics** in a constructive and ethical manner is no longer a peripheral skill but a core competency for professionals aiming to thrive and lead.

This comprehensive program delves into the nuances of **influence**, **networking**, and **stakeholder management**, providing practical tools and techniques applicable across all organizational levels. Participants will learn to identify key influencers, understand different perspectives, and communicate persuasively to achieve desired results. Through interactive exercises and real-world case studies, this course fosters the development of **political acumen**, enabling individuals to operate with greater confidence and effectiveness within their organizations, ultimately enhancing both personal and organizational achievements.

## Programme Curriculum

### Training Course on Political Savvy: Maximising Your Influence in the Organisation

**Introduction**

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**Course Duration**

10 days

**Course Objectives**

This training course aims to equip participants with the following abilities:

1. **Understand organizational culture** and its impact on workplace dynamics.
2. **Identify key influencers** and stakeholders within the organization.
3. **Analyse power structures** and informal networks effectively.
4. **Develop strong networking skills** for building strategic alliances.
5. **Apply ethical influence techniques** to achieve desired outcomes.
6. **Communicate persuasively** across different organizational levels.
7. **Navigate conflicts and disagreements** constructively.
8. **Build and maintain trust-based relationships** at work.
9. **Enhance self-awareness** regarding political behaviours and impact.
10. **Strategically position ideas** and initiatives for greater acceptance.
11. **Effectively manage upward relationships** with superiors.
12. **Recognize and respond to political cues** and undercurrents.
13. **Maximize personal and team effectiveness** through political savvy.

**Organizational Benefits**

- Enhanced understanding of interpersonal dynamics fosters better teamwork and cooperation across departments.
- Politically savvy employees can more effectively advocate for and gain buy-in for new ideas and innovations.
- Understanding different perspectives and employing constructive communication can lead to fewer and more effectively managed conflicts.
- Leaders with political acumen can navigate organizational complexities more successfully, leading to better decision-making and team performance.
- When employees feel empowered to influence their environment positively, their engagement and job satisfaction tend to increase.
- Understanding stakeholder interests and employing influence strategies can facilitate the adoption of organizational changes.
- Individuals who understand organizational priorities and networks can be more effective in securing necessary resources.

- Promoting ethical and constructive political behaviour contributes to a more positive and productive work environment.

**Target Audience**

1. Managers.
2. Project Leaders.
3. Individual Contributors.
4. High-Potential Employees.
5. HR Professionals
6. Sales and Business Development Professionals
7. Technical Experts.
8. Anyone.

**Course Outline**

**Module 1: Understanding the Political Landscape**

- Defining political savvy and its importance in organizations.
- Distinguishing between positive and negative organizational politics.
- Identifying formal and informal power structures.
- Analysing the organizational culture and its norms.
- **Case Study:** Analysing the cultural dynamics of a merger and its political implications.

**Module 2: Identifying Key Influencers and Stakeholders**

- Mapping stakeholders based on power and interest.
- Identifying formal and informal influencers.
- Understanding stakeholder motivations and agendas.
- Building and maintaining relationships with key individuals.
- **Case Study:** A project manager navigating a complex web of stakeholders to secure project approval.

**Module 3: The Art of Networking and Building Alliances**

- Developing a strategic approach to networking.
- Building rapport and trust with diverse individuals.
- Identifying potential allies and forming coalitions.
- Leveraging your network for information and support.
- **Case Study:** An employee new to the organization strategically building their internal network.

**Module 4: Ethical Influence and Persuasion Techniques**

- Understanding different influence styles and their effectiveness.
- Applying principles of persuasion ethically.
- Crafting compelling messages tailored to the audience.
- Handling objections and resistance effectively.
- **Case Study:** A team leader persuading senior management to adopt a new team initiative.

**Module 5: Navigating Organizational Change and Conflict**

- Understanding the politics of organizational change.
- Identifying potential sources of resistance to change.

- Employing political savvy to facilitate change adoption.
- Managing conflicts constructively using political awareness.
- **Case Study:** Navigating the political challenges of implementing a new technology system.

**Module 6: Enhancing Your Political Acumen and Self-Awareness**

- Assessing your current level of political savvy.
- Understanding your own political style and tendencies.
- Developing self-awareness regarding your impact on others.
- Identifying areas for personal growth in political navigation.
- **Case Study:** A self-reflection exercise on past politically charged situations and lessons learned.

**Module 7: Managing Up: Influencing Your Superiors**

- Understanding your manager's priorities and style.
- Communicating effectively with senior leaders.
- Presenting ideas and proposals persuasively to superiors.
- Building a strong and trust-based relationship with your manager.
- **Case Study:** An employee effectively advocating for a promotion to their manager.

**Module 8: Reading the Room: Social Astuteness**

- Developing observational skills to understand social dynamics.
- Interpreting non-verbal cues and body language.
- Sensing unspoken agendas and undercurrents.
- Adapting your behaviour to different social contexts.
- **Case Study:** Analysing the dynamics of a leadership team meeting and identifying key tensions.

**Module 9: Building Trust and Credibility**

- Understanding the importance of trust in organizational politics.
- Strategies for building and maintaining credibility.
- Repairing trust when it has been damaged.
- Acting with integrity and sincerity.
- **Case Study:** A leader rebuilding trust with their team after a difficult decision.

**Module 10: Strategic Communication in Political Contexts**

- Tailoring your communication to different stakeholders.
- Framing your messages effectively to gain support.
- Managing rumours and sensitive information.
- Using communication to build your personal brand.
- **Case Study:** Communicating a controversial organizational decision to employees.

**Module 11: Understanding and Leveraging Power Dynamics**

- Identifying different sources of power in organizations.
- Understanding how power is used and negotiated.
- Ethically leveraging your own sources of power.
- Navigating situations where power imbalances exist.
- **Case Study:** A junior employee effectively influencing a more senior colleague.

**Module 12: Developing Your Political Savvy Action Plan**

- Identifying your key political goals within the organization.
- Developing specific strategies to enhance your political effectiveness.
- Setting measurable targets for your development.
- Creating a timeline for implementing your action plan.
- **Case Study:** Participants developing their own personalized political savvy action plans.

**Module 13: Advanced Strategies for Maximizing Influence**

- Building external networks to enhance organizational influence.
- Understanding cross-cultural political dynamics.
- Leading politically complex projects and initiatives.
- Coaching others on developing their political savvy.
- **Case Study:** A leader navigating the political complexities of a global joint venture.

**Module 14: Maintaining Authenticity While Being Politically Savvy**

- Balancing political awareness with personal values.
- Avoiding manipulative or unethical political behaviours.
- Projecting sincerity and genuineness.
- Building influence through authentic leadership.
- **Case Study:** Examining leaders who have successfully navigated politics while remaining authentic.

**Module 15: Measuring and Sustaining Political Savvy Development**

- Identifying key indicators of political effectiveness.
- Seeking feedback on your political interactions.
- Continuously learning and adapting your approach.
- Integrating political savvy into your long-term career development.
- **Case Study:** Reflecting on personal growth in political savvy throughout the training.

**Training Methodology**

This training course will employ a variety of interactive and engaging methodologies, including:

- **Interactive Lectures:** Providing foundational knowledge and frameworks.
- **Group Discussions:** Facilitating the sharing of experiences and perspectives.
- **Role-Playing Exercises:** Practicing political savvy skills in realistic scenarios.
- **Case Study Analysis:** Applying concepts to real-world organizational situations.
- **Self-Assessment Tools:** Encouraging self-reflection and awareness.
- **Action Planning:** Developing personalized strategies for applying learning.

**Register as a group from 3 participants for a Discount**

**Send us an email: info@fineskilltrainingcenter.org or call** *+254769199797*

***Certification***

*Upon successful completion of this training, participants will be issued with a globally- recognized certificate.*

***Tailor-Made Course***

*We also offer tailor-made courses based on your needs.*

**Key Notes**

**a.** The participant must be conversant with English.

**b.** Upon completion of training the participant will be issued with an Authorized Training Certificate

**c.** Course duration is flexible and the contents can be modified to fit any number of days.

**d.** The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

**e.** One-year post-training support Consultation and Coaching provided after the course.

**f.** Payment should be done at least a week before commence of the training, to Fineskill Training CenterANCY

## Upcoming Scheduled Sessions

| Start Date | End Date | Location | Price |
|---|---|---|---|
| **23 Nov 2026** | 04 Dec 2026 | Online | $2,000 |
| **23 Nov 2026** | 04 Dec 2026 | Physical | $3,000 |
| **23 Nov 2026** | 04 Dec 2026 | Physical | $6,000 |
| **23 Nov 2026** | 04 Dec 2026 | Physical | $6,000 |
| **23 Nov 2026** | 04 Dec 2026 | Physical | $12,000 |
| **23 Nov 2026** | 04 Dec 2026 | Physical | $9,000 |
| **23 Nov 2026** | 04 Dec 2026 | Physical | $12,000 |
| **23 Nov 2026** | 04 Dec 2026 | Physical | $12,000 |

Ready to enroll or request a customized program? Book online or contact us:

**Register Online Now**

Email: info@fineskilltrainingcenter.com | Website: www.fineskilltrainingcenter.com