Organizational Savvy: Mastering Politics

Developing organizational savvy is essential to become a more effective leader. Learn to be flexible in order to be more adept at leveraging your relationships with others at work. Another name for organizational savvy is having political skills. Sometimes “being political” is seen as negative. But it does not have to be. View it as using your flexibility to achieve results for your team and the organization.

Research conducted by CCL’s Philip Braddy and Michael Campbell found four practices leaders can use to harness the positive effects of political skill: social awareness, interpersonal influence, networking, and sincerity. Ask yourself the following questions to judge how well you’re exercising those practices.

- How well do you think that you observe others to understand their behaviors and motives?
- How well do you use a positive and compelling interpersonal style to influence and engage others?
- How mature and effective are your networking skills to build diverse networks across and outside the organization?
- How open, honest, and genuine do you come across to others?
- How can these skills help you navigate the changes that your organization faces?
- How do you feel about the self-assessment provided in the white paper?
- What are your thoughts about the misuse of political skills and what negative perceptions do you need to be cautious about?

When used appropriately, organizational savvy helps you maintain your positive image while at the same time helps you drive your team’s and your organization’s performance.