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February 2017 Newsletter

Workplace Politics: You Can't Go to Work Without Them

"Just because you do not take an interest in politics doesn't mean politics don't take an interest in you." - Pericles

We are all aware that workplace politics exist. It might be something that we would prefer to ignore. Managers and leaders live in a world of conflict and scarce resources. The central task of management is to mobilize the resources needed to advocate and fight for the unit's or the organization's goals and objectives. A good leader is an advocate and negotiator who understands politics and is comfortable with conflict.

Workplace politics as neither good nor bad, although it is important for us to distinguish between ethical and unethical political behavior.

Being politically savvy is not about pushing others down or being untruthful to advance your own cause. Instead, it means building networks, and relationships with people inside and outside your company who can provide useful information and assistance. It means not picking fights over issues that aren't critical. It means informing others in the company about your contributions and accomplishments, and asking for advice and help, particularly from those senior to you.

Much of what often frustrates us at work has much to do with workplace politics as with any other challenges or problems we face each day. Workplace politics is not a new concept or fad. It is something that will always be part of going to work. **Workplace politics exist in every organization** to some degree, so you need to be able to recognize their effect and navigate their dynamics. Workplace politics are a natural result of the fact that people...

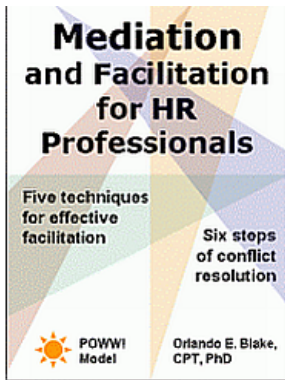
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FREE ASSESSMENT

Office Politics Detector

Become familiar with the sounds of workplace politics now... Wouldn't it be wonderful if you had a tool that told you exactly which workplace decisions were politically oriented? The Organization Politics Detector will help you sort out politically packed statements. Use the [Organization Politics Detector](#) by clicking here.

FEATURE BOOK



POWW!

Mediation and Facilitation for HR Professionals By: Orlando E. Blake, PhD, CPT

Managing conflict in modern organizations is a fact of life for HR Professionals.

POWW! provides easy to implement methods, models, and checklists to give you the edge in recognizing and resolving workplace disputes. All of the cases and methods come from real world experiences.

[Order Here](#)

For any questions related to mentoring, please contact me. I would be happy to learn more about your organization.

Sincerely,

Orlando E. Blake, PhD, CPT

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Testimonials


"Great! Easy to work with and very insightful about how to navigate relationships and organizations" - Andrew Theising, Director E-Commerce, Guess? Inc.

"Very positive. You both did a GREAT job... I am very excited that we parlayed an opportunity to utilize your obviously strong coaching skills. Thank you!"
Elaine Babcock, Human Resources Manager, Southwest Gas Corp.

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