

PMO Community of Practice December 2020 Meeting Summary

Header (Required)

Title: Office politics - Tug of war and how not to be the rope
Brief description: Successfully navigating office politics without being a casualty
Learning objectives: Learning how to deal with office politics within your team, with your peers, across the organization, and with senior leaders
PDU Amount 1 1 PDU
PDU Allocation 1 Leadership

Member Discussion Topic 12/08/2020: Office politics - Tug of war and how not to be the rope

What is Office Politics – not necessarily a bad thing

- Getting things done through relationships not formalized
- Informal network – can aid or hinder you, especially for sponsor buy-in or funding
- Getting buy in
- Finding hidden agendas
- Someone’s favorite project
- Lobbying, Perception management v avoiding being misled by perceptions
- Perception Management is:
 - Recognition
 - Can assist or hinder a project
 - Backstabbing
 - Loyalty

Negative connotations of Office Politics

- Favoritism, Backstabbing, Mud slinging
- Personal loyalty vs loyalty to the organization
- Teams or groups with bad blood, including between managers
- Someone leaking information might affect you if project is challenged – “ex, this stays within the team”
 - Project not going well, cautious
 - Tweak results
- Teams that compete or have issues
- Issues across departments or different locations
- Predisposed attitudes

Amongst your peers / within your boss’s department

- Observing politics between peers
- Politics directed at you
- Getting roped into a witch hunt
- Replacement staff can realize “bad” things about another party, but indicate that the issues are back at you.
 - Backfire
 - Choose sides

- Lesson Learned: Don't play favorites, you cannot be double edged
- Important to have sense of "Who you are", look in the mirror
- "What kind of person are you going to be today?"
- Threat against an individual's job due to decisions
- Management overrides
- Retribution

Across Departments and Management Levels

- Company culture is critical – cordiality, respect
- Can be emotionally draining
- Build your networks – groom them to the way the team works
- Task and people oriented – personally and professionally
- Good things celebrated in public – bad things in private
- Build the relationship bank
- Send gifts, buy lunch – show appreciation
- Being Poached is sign of respect for the manager's team building skills and also builds the manager's network in other departments
- Lots of times office politics went on behind the scenes and then you find out later – observe, keep your eyes open
- Cultures can affect how deep politics go
- Promote unity from a Corporate level

Next Meeting

Next meeting is Tuesday, January 12, 2021

Participants: Betsey Ward, Claudia Compagnoni Gibb, David Morgen, Gregory McClellan, Locksley Philips, Marlo Moss, Participants this Month, Raymond Francis, Richard Loeb

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