

# 1-Day Executive Education Seminar

## Women & Organizational Politics: Developing Power and Influence

**Instructors: Diana Bilimoria and Claire Scott Miller**

Although job competency is valued, organizational politics plays a big part in how well things get done on the job. A high-performance career entails knowing how to read organizational cues, as well as being comfortable with positional and personal power. To develop maximum leadership potential, women must be particularly savvy in dealing with this unspoken reality. This seminar will incorporate case studies, assessments, and discussions to examine the issues around organizational politics. It also will provide a framework to enable women to gain greater savvy about the oft unspoken realities of organizational dynamics, and learn strategies to proactively improve higher-level leadership skills.

### **Topics**

- The positive and negative aspects of organizational politics
- How to understand the formal and informal political structure in organizations
- How gender affects the use of power and influence
- What is personal power: How to develop and use it
- Strategies to manage upward
- Ways to build alliances and trust throughout the organization
- Principles that promote positive and ethical leadership behavior

### **Benefits**

As a result of attending this class, participants will:

- Learn to use successful strategies to manage and build collaborative relationships and trust
- Respond effectively to political situations in their organizations
- Increase their skill level with organizational and personal power and apply these skills to their own organization
- Develop effective methods to proactively increase their overall leadership impact

### **Who Should Attend**

Mid- and senior-level women who see themselves as leaders and have undergone some formal leadership development/training.

**Type of Program:** [Conceptual](#) and [Skill-Based](#)

**Level of Prior Knowledge in This Subject Area:** Intermediate

Participants should have attended a women's leadership program prior to this, such as "Women in Leadership: Leading with Integrity" or "Leveraging Human and Social Capital for Women Leaders."