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NAVIGATE YOUR COMPANY POLITICS

Generally, here are some tips to keep you on the good side of company politics:

- Have an idea? Build support from key people and then call a meeting. This is called “building behind the scenes consensus”.
- Spread news, but DO NOT gossip.
- Please the right people, but not to the point of brown-nosing.
- Impress the right people, but not to the point of brown-nosing.
- Know how to tell the boss his or her idea is bad.
- Pick your battles.
- Encourage your boss without appearing like a brown-noser.
- Know that it is often who you know, who you have impressed, and who you are liked by—not the quality of your work that will move you ahead.
- Know all of the executives’ names. If you are in a large organization, this may take a lot of work. It is well worth it as you move up in the company.
- Make yourself valuable to the company. You will be glad you did when it is time for layoffs.
- Share information. When you share information, others will be more willing to share information with you.
- Test whether your views are shared by others.
- Watch who you go to lunch with and who others see you with.
- Manage up with care.

SAVVY

Support: Get support behind the scenes.

Assess: Assess situations and test your views.

Value Add: Make sure the tasks you are assigned are value added to the company. If you are in a position to create your own projects, ensure they are value added.

Visible: Make yourself seen; be careful of whom you are seen with.

Your organization: Know the org chart!



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