

Political Astuteness

Negotiating the political
landscape in organisations

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Faculty of
**Medical Leadership
and Management**

GoToWebinar Interface

1. Viewer Window

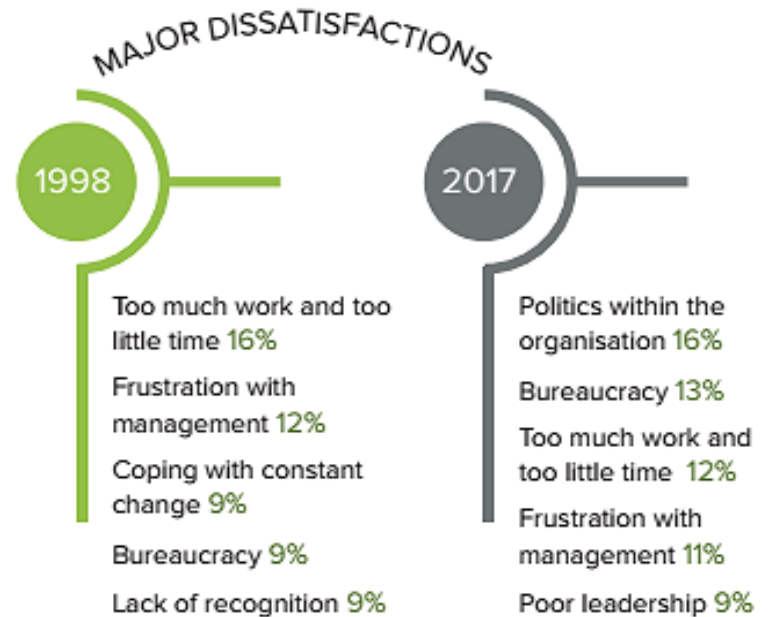
The screenshot shows the GoToWebinar Viewer interface. The main content area displays the text "FMLM webinar" in yellow on a dark green background with a circular graphic. Below this, the logo for the "Faculty of Medical Leadership and Management" is visible. At the bottom of the viewer window, there is a control bar with icons for "Screen", "Audio", "Chat", "Questions", and "Settings". A red box highlights the "Questions" icon, and a blue oval highlights a question mark icon next to it. The Windows taskbar at the bottom shows the "start" button, several open applications including "Inbox - Microsoft Out..." and "GoToMeeting", and the system clock showing "10:58 AM".

2. Control Panel

The screenshot shows the GoToWebinar Control Panel. It has a menu bar with "File", "View", and "Help". The "Audio" section is expanded, showing "Audio Mode" with radio buttons for "Use Telephone" (selected) and "Use Mic & Speakers". Below this, it displays "Dial: +1 516 453 0014", "Access Code: 503701981", and "Audio PIN: 63". A note says "If you're already on the call, press #63# now. (and additional numbers ..)". The "Questions" section is also expanded, showing a "Questions Log" area with a scroll bar and a text input field with the placeholder "[Enter a question for staff]". A "Send" button is located below the input field. At the bottom of the control panel, it says "How to Train your Dog" and "Webinar ID: 868-583-826". The GoToWebinar logo is at the very bottom. Several UI elements are highlighted with blue circles: the window control buttons (minimize, maximize, close) in the top right, the "Audio" section header, the "Use Telephone" radio button, the "Questions" section header, and the "Send" button.

Political Astuteness

The top major dissatisfaction for junior, middle and senior managers is politics within the organisation



The Management Agenda. Roffey Park 2017

Political Astuteness Programme

- **People**
- **Landscape**
- **Role of Culture**
- **Stakeholder Mapping**
- **Role of Communication**
- **Developing a Plan**



Political Astuteness

What can you get out of the session?

- Understand link between self, others & the landscape
- Understand patients' challenges navigating an organisation
- Start to develop a 'Personal Political Astuteness Plan'
- Be able to use and take back top tips to others in your organisation

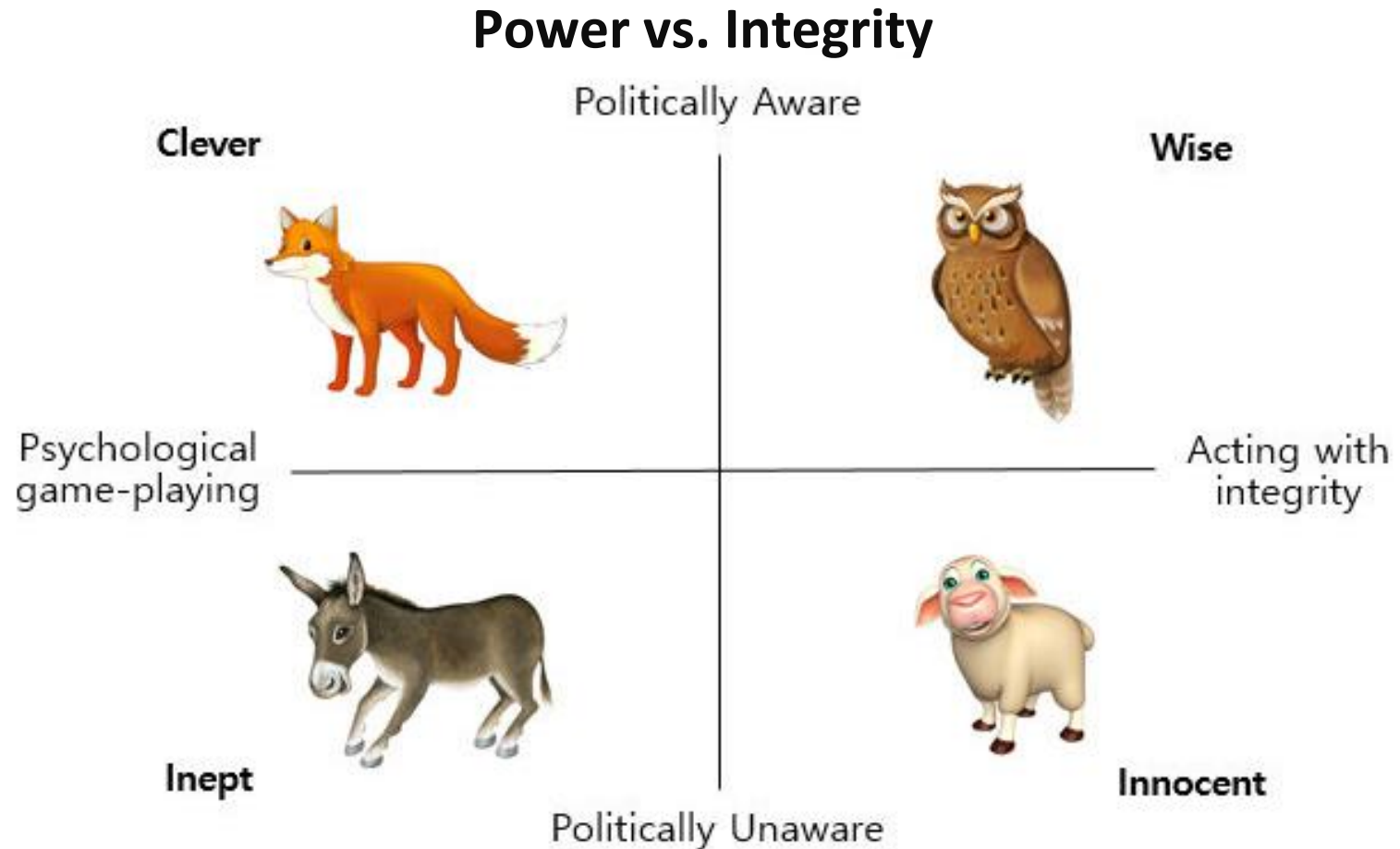


Political Astuteness

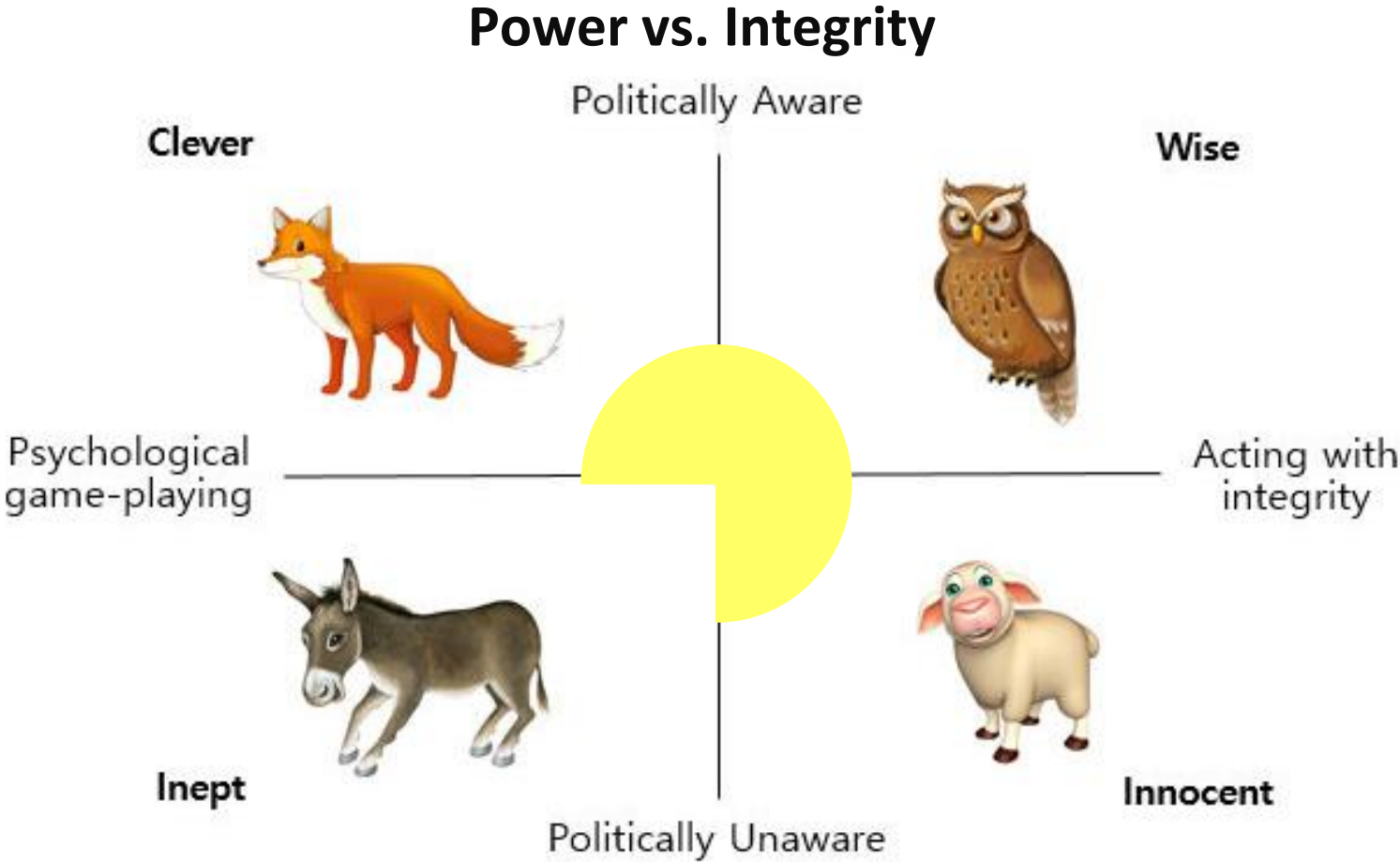
Values & Strengths

Creativity Perspective
Judgment Curiosity
Honesty Bravery Fairness
HUMOR Zest
PERSEVERANCE Teamwork
Love Kindness Leadership
Social Intelligence Love of Learning
Forgiveness HOPE PRUDENCE
Appreciation of Beauty & Excellence Humility
Spirituality SELF-REGULATION Gratitude
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Political Astuteness People



Political Astuteness People



Power vs. Integrity

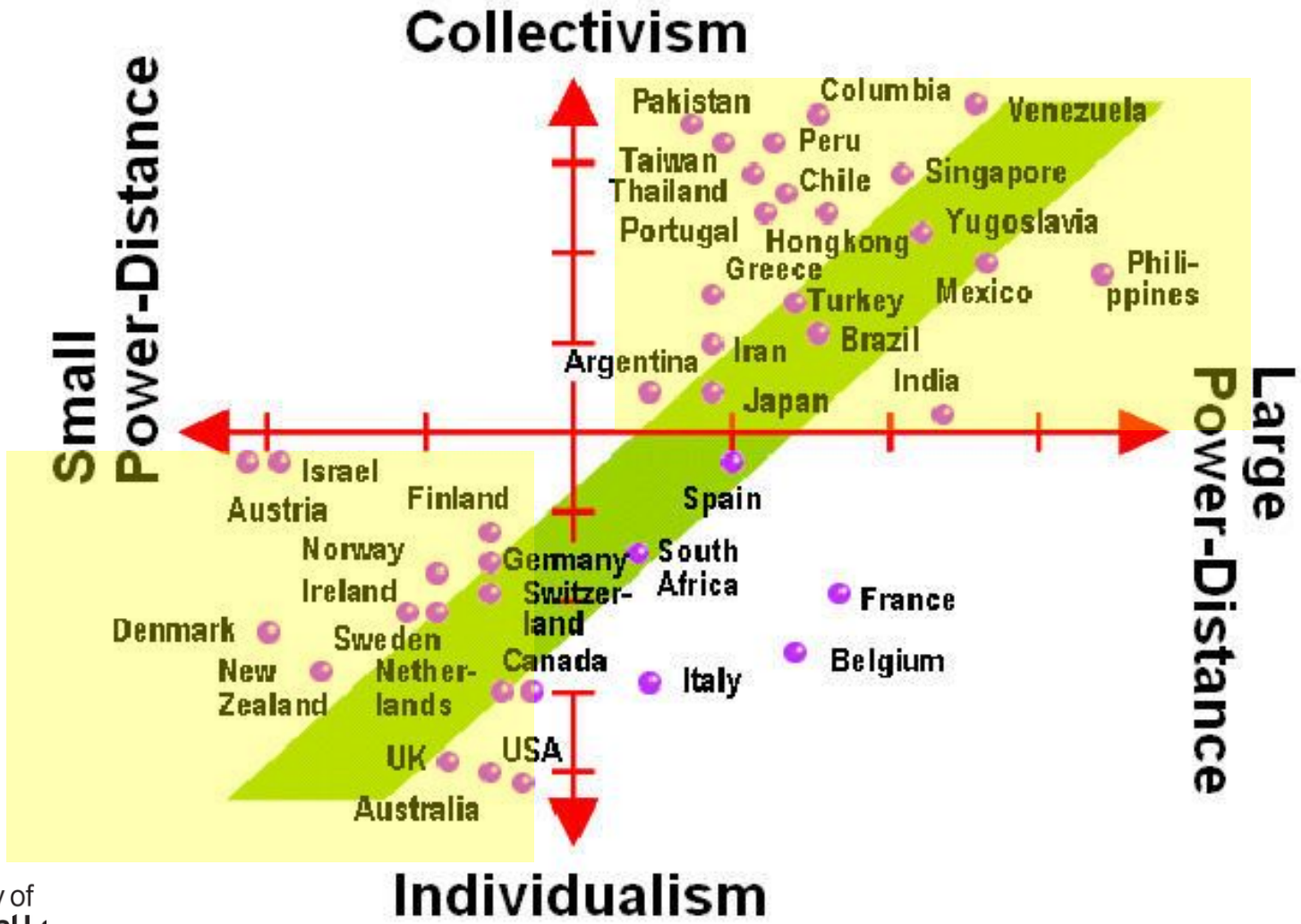
Political Astuteness Landscape & Cultures



Political Astuteness Culture



Political Astuteness Culture



Political Astuteness Culture

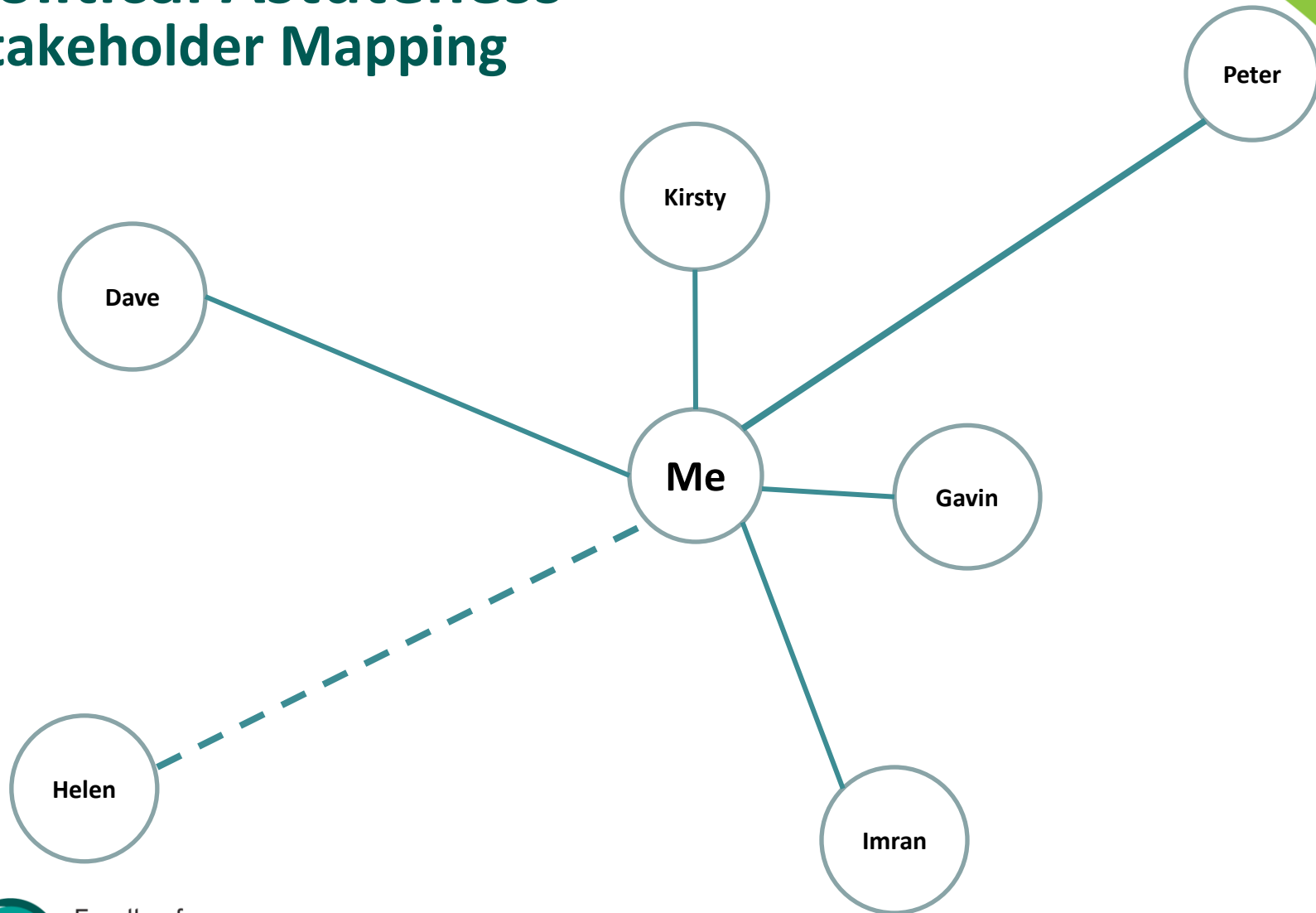


Culture eats strategy for breakfast

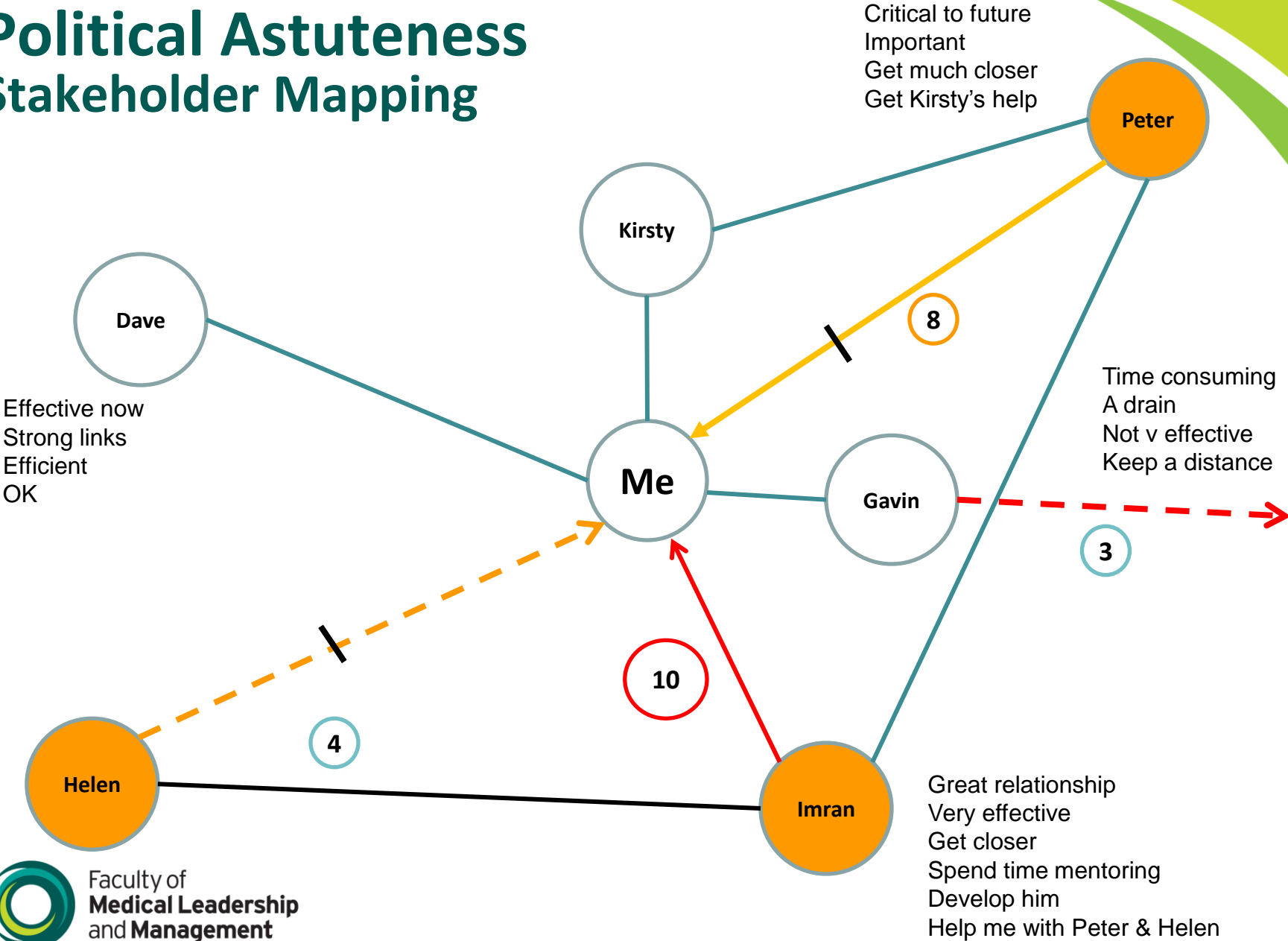


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Political Astuteness Stakeholder Mapping

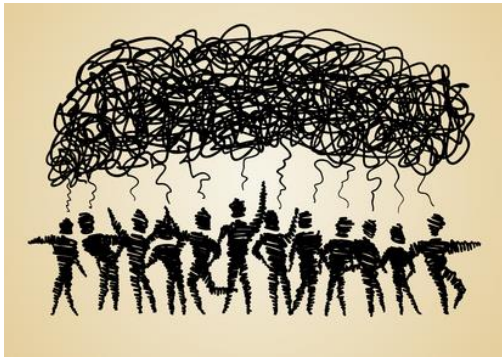


Political Astuteness Stakeholder Mapping



Political Astuteness

What can go wrong with culture?



Group Think



Silo Thinking



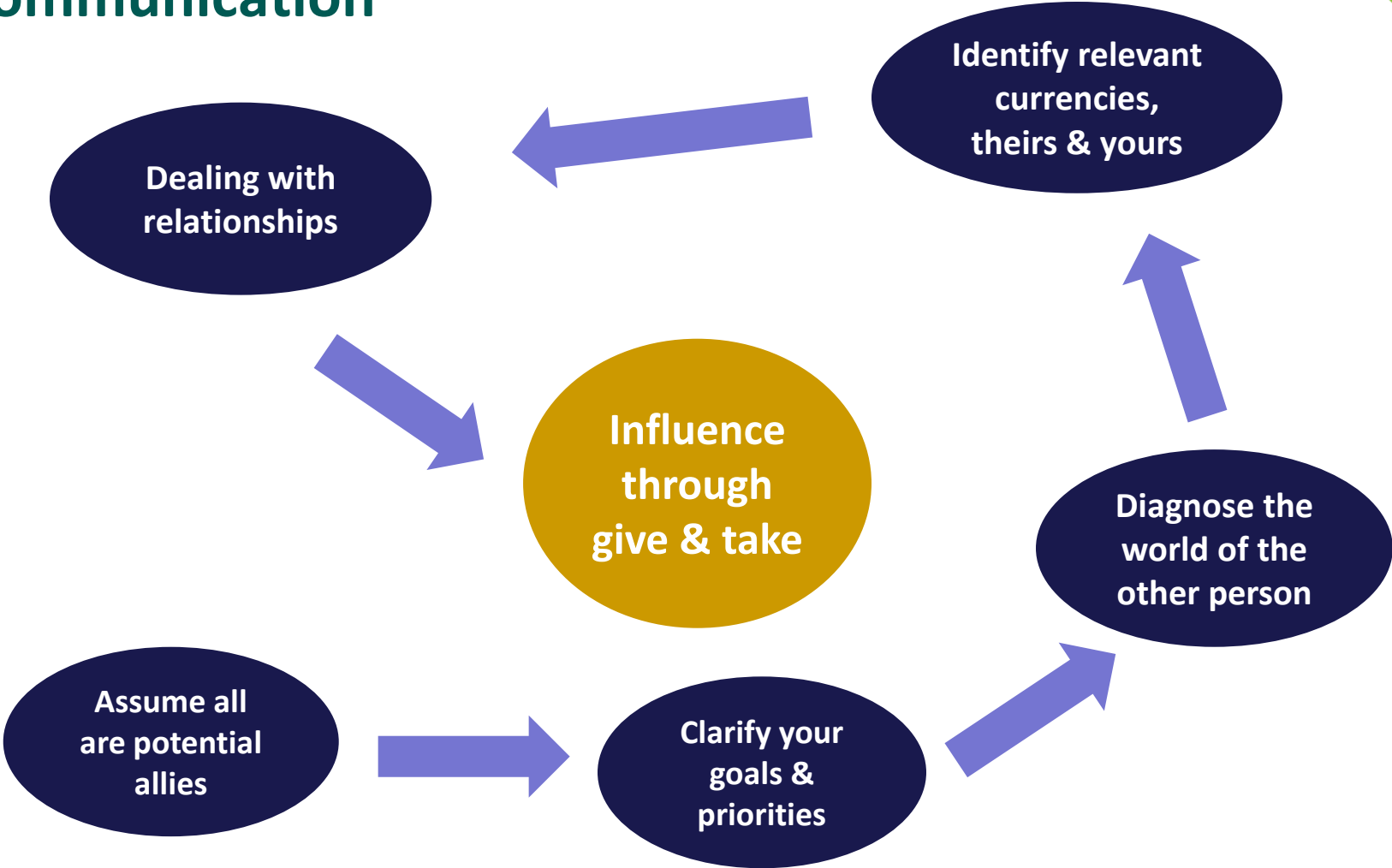
Individualistic



What other challenges do you face from an organisational politics perspective?

Share your thoughts in the questions box...

Political Astuteness Communication



Political Astuteness

Effective Communication

Voicing

Speaking-Up
Find your voice
Stand for your opinions

Non-Confrontational Communication

Jackal language
Giraffe language

Fearless Conversations

Accept some responsibility
Saying how you feel
Aim for joint resolution
Change yourself

Coaching Approach

Active listening
Open questions
Chunking-Down
Checking-Off



10 Top Tips in Political Astuteness

- Understand and listen to yourself and others
- Know the lay of the land; both seen and unseen
- Map relationships
- Be curious & adventurous – deep dive
- Lean into the mess of others & the organisation
- You don't need authority to influence
- Use soft skills to influence
- Understand others' perspectives
- Communicate
- Enjoy the journey



Faculty of Medical Leadership & Management Programmes



Faculty of Medical Leadership & Management

The screenshot shows the website's navigation menu with links for Students, Trainees, GPs, Consultants & SAS doctors, Senior medical leaders, Teams & organisations, Jobs & opportunities, and Events & Courses. The main header features the Faculty logo, social media icons for email and Twitter, and buttons for 'JOIN NOW' and 'LOGIN'. A secondary navigation bar includes links for About us, Join, Members, News & Opinion, BMJ Leader, Clinical Fellow Schemes, and FMLM Applied, along with a search icon. The main content area is a large banner image of two people, with a text overlay that reads: 'INNOVATION IN LEADERSHIP Join our conference on April 18 in Glasgow'. Below the banner, a central statement reads: 'FMLM is the professional home for medical leadership in the UK.' At the bottom, three columns of text describe the organization's support: 'We support doctors and dentists to become better medical leaders.', 'We support teams and organisations to achieve better patient outcomes and increased productivity.', and 'We work to professionalise medical leadership and management through standards and certification.'

www.fmlm.ac.uk

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