Corporate Agility
Survive and Thrive Office Politics & Organizational Dynamics

Presented by:
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Three Organizational Questions:
Only 10% Correctly Answer All Three
1. What is the primary purpose of a business?
2. Who is your #1 internal customer (besides yourself)?
3. What is the most-vital non-management function/silo in a business?
Understand These Rules, Navigate Organizational Dynamics

#1: Profit

#2: Your #1 Internal Customer

#3: The Top Silo

#4: Win ‘Em over with Kindness
Navigate the Nuances with Rule #4

All Three Rules Possess Some Commonalities:

1. **Politics:** They All Include a Community. The word comes from “Polis” or Greek for a State or Society, Ideally with a Sense of Community.
2. **Service:** They involve serving others to advance your own career—strong generosity and synergy. Give to Get.
Negative People Lead to Manipulative Behaviors

According to research, these people are more likely to partake in manipulative behaviors like...

- I interpret interactions as more negative
- Eavesdropping!
- Spying!
- #@$*!

Source: Study by Professor Karl Aquino at the University of British Columbia Sauder School of Business in the 2011 Journal of Organizational Behavior and Human Decision Processes.
Seek information about unfair treatment and rejection

Victim of unfair treatment  →  Angry colleagues

Source: Study by Professor Karl Aquino at the University of British Columbia Sauder School of Business in the 2011 *Journal of Organizational Behavior and Human Decision Processes*. 

Vicious Cycle: Dig for Dirt, Get Dirty
Look After the Organization

Study participants were:

- **3.5 times** more likely to want to work with colleagues who focused on feedback based on the quality of their work.

- **16.5 times** more likely to want to work for those who focused on feedback to improve the quality of the entire organization.

Source: Study by Professor Karl Aquino at the University of British Columbia Sauder School of Business in the 2011 *Journal of Organizational Behavior and Human Decision Processes*. 
Kindness increases efficiency

Kindness Rules

When a person held the door open and two people were approaching, they held the door longer than if one person approached.

More so...the two who approached their door quickened their pace.

Source: Research by Joseph P. Santamaria and David A. Rosenbaum, Pennsylvania State University
From Narcissism to Networking

From 1980 to 2007, there was an:

Increase in lyrics about self-focus and anti-social behavior.

Decrease in lyrics about other-focus, social interactions and positive emotions.

Source: Dr. Nathan DeWall of University of Kentucky
Networking & Positive Politics

With the rise of narcissism, self-focus and anti-social behaviors, organizations need more training and practices that foster networking and positive politics.
The Politics of the Org Chart
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