



PROJECT MANAGEMENT CENTER FOR EXCELLENCE

A.J. CLARK SCHOOL OF ENGINEERING
Civil & Environmental Engineering Department



SURVIVOR: HOW TO DEAL WITH SOCIAL POLITICS IN YOUR ORGANIZATION

Crystal Richards

2018 Project Management Symposium



A DAY IN THE LIFE OF WORK...

SURVIVOR

SOCIAL POLITICS DEFINED...SORT OF

- ✓ Merriam-Webster **sociopolitical**: *of, relating to, or involving a combination of social and political factors*



- ✓ Is it the same thing as politics? After all, isn't all politics social?



- ✓ **Social Politics** is the journal for incisive analyses of gender, politics and policies in an international context.

3 CONSISTENT THEMES

01

Awareness of politics in your organization

Every organization is political



Office Politics

03

Negotiations

More than just a one-time transaction



Negotiations

02

Emotional Intelligence

Are you aware of the emotions of yourself and others?



EQ



OFFICE POLITICS

I didn't say it was your fault,
I said I was blaming you.

motifake.com



✓ Office politics is a fact of life in any organization



✓ Who has the most power



✓ Hidden agendas, competition for limited resources

“One of the penalties for refusing to participate in politics is that you end up being governed by your inferiors.”

–*Plato*



Focus & Reframe

- ✓ People make projects
- ✓ Stakeholder management
- ✓ Network: Build advocates and influence others to be your supporters
- ✓ Listen





The ones who advance in the game are the ones who are able to build coalitions and master the politics of their organization

EMOTIONAL INTELLIGENCE



The ability to identify, assess, and manage the personal emotions of yourself and other people, as well as the collective emotions of groups of people.



- An understanding of your emotions
- Ability to control emotions and impulses
- Able to recognize the emotions in other people - empathy
- Helping others to develop and shine



Focus & Reframe

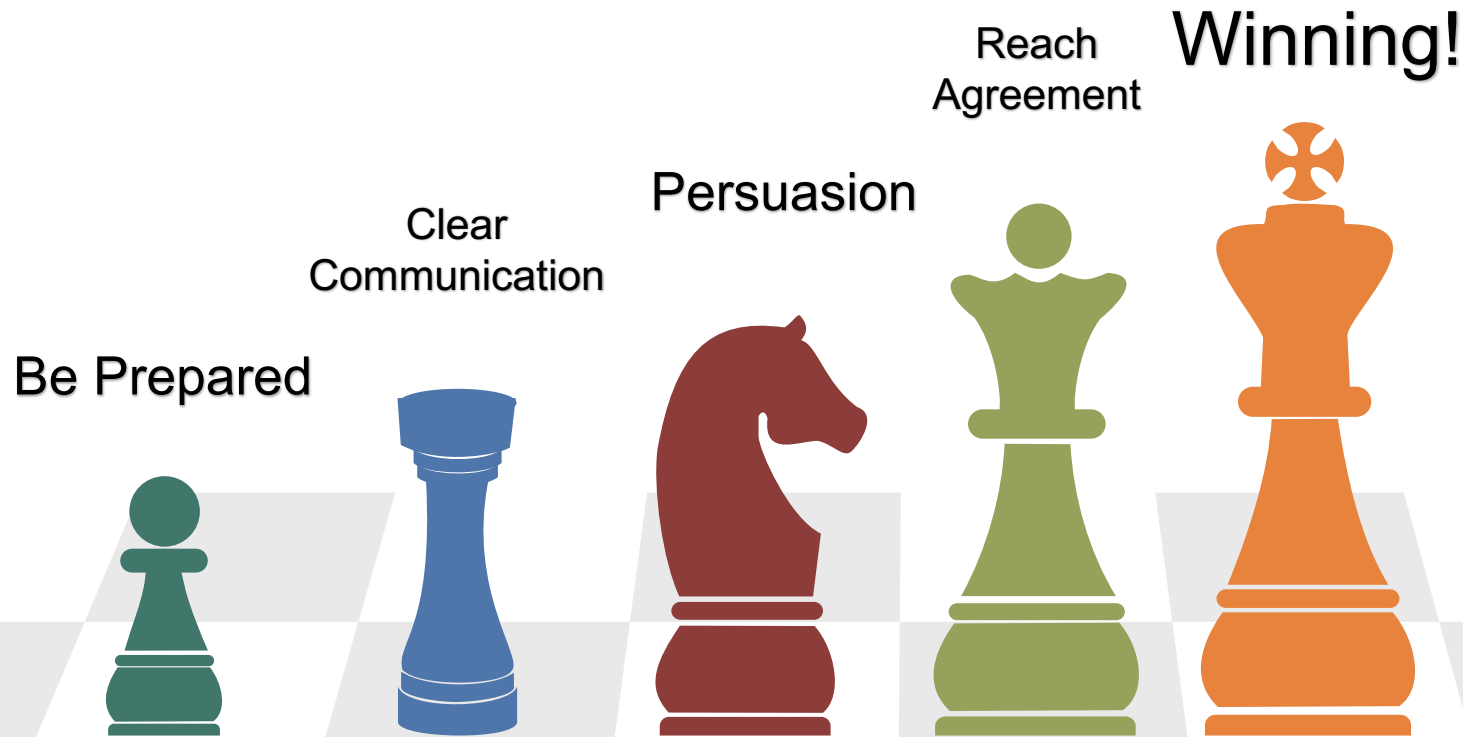
- ✓ Emotions don't stay at home just because we are going to work
- ✓ Need to understand and manage emotions to make the most of each day
- ✓ Decades of research shows that EQ predicts success on the job over any other skill, including IQ and technical expertise



Regardless of how brainy you may be, if you turn others away with abrasive behavior, unaware of how you are presenting yourself, no one will stick around long enough to notice your high IQ.



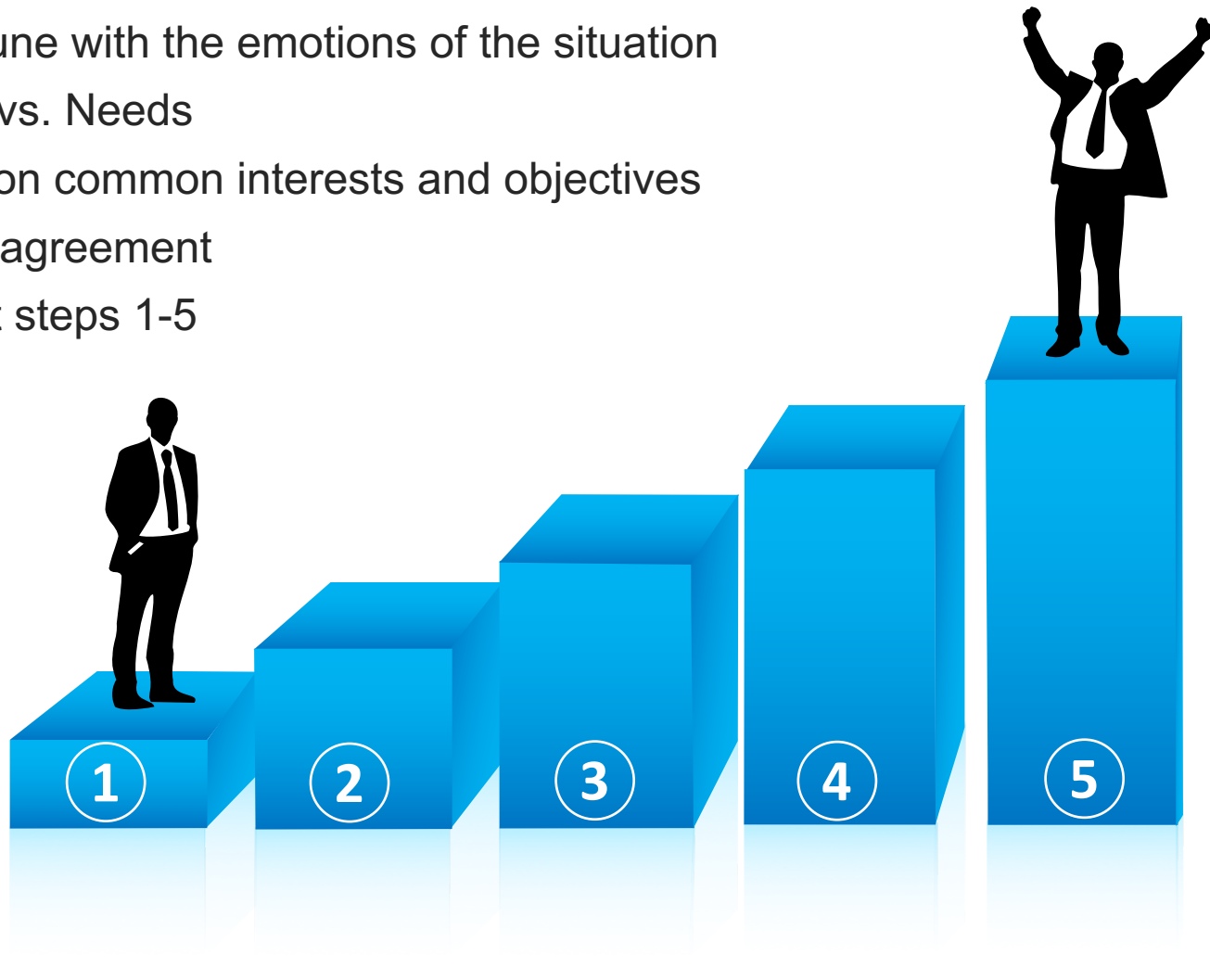
What do you think of when you think about negotiations?





Getting to yes, most times

1. Understand the politics
2. Be in tune with the emotions of the situation
3. Wants vs. Needs
4. Focus on common interests and objectives
5. Reach agreement
6. Repeat steps 1-5





Focus & Reframe

- ✓ Recognize the type of negotiations you are in
- ✓ Trade things of unequal value
- ✓ Sometimes negotiating “no”



NEGOTIATIONS: “No” Sandwich



(Yes to the reason) - "I appreciate the opportunity to work with you on this project. My goal in this is to make sure my time is best spent and unfortunately..."

(The no) for that fee, it's a little bit below than what I can accept at this time.

So because of that, I'm going to have to turn this opportunity down.

(Close with yes) However, please keep me in mind for other opportunities and please let me know how I can continue to support the organization."



Negotiations at work is more than a one-time transaction. You can have multiple encounters with the same person...Sometimes you have to give the other person a win

QUESTIONS?





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Crystal Richards, FHFMA, PMP

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in /in/crystaljrichards/

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**Serving the Greater Baltimore and
Washington, DC areas**



Contact Numbers:
240-203-9177 (C) 240-203-9176 (O)



Email Address:
crystal@mosaicrg.com

