



Organizational Politics for Project Managers

EVENT DESCRIPTION

Have you ever felt powerless to implement an important new idea? Have you ever been “blindsided” at a meeting? Have you ever lost two good employees because you could find no way to keep them from attacking each other?

These are some of the issues of organizational politics. Many of us have become enmeshed in them from time to time, but we’ve also known some people who seem to be able to engage and prosper. How is that done? This one-day workshop will cover the territory from three perspectives. Our presenter for the day is Rick Brenner. Rick Brenner is a management consultant who works with people who make complex products or deliver sophisticated services that need state-of-the-art teamwork, and with organizations that achieve high performance by building stronger relationships among their people.

Politics of the Self: Unless we can manage our own inner politics, we have little hope of mastering organizational politics. We’ve all had the experience of “acting without thinking” – yet, in a literal sense, all action requires thinking. So when we act without thinking, we’re really acting without awareness. The presenter will explore possible paths to increasing self-awareness – for practical purposes – and learn what immediate benefits become available to the self-aware.

Dyadic Politics: Close, trusting relationships are essential for health and political success. In a dynamic workplace, where people come and go ever more rapidly, forming these relationships quickly is a decided advantage politically, and makes work a lot more fun. The presenter will explore what works for you personally, and try to broaden your skills in relationship formation and maintenance.

Politics and the Organization: Wherever we sit in the hierarchy, the culture of the organization is more powerful than we are. We can influence it, but we cannot control it. Success lies in understanding our limitations and searching for solutions that respect our limitations. The presenter will explore several techniques for navigating the organizational sea, and for knowing when to seek safe harbor.

TYPE OF EVENT:

Usually when we learn new skills, we intend to apply them in situations with low emotional content. But knowledge about how people work together is most needed in highly charged situations. That’s why the presenter uses a learning model that goes beyond presentation and discussion – it includes in the mix simulation, metaphorical problems, and group processing. He will make available to the participants the resources needed to make new, more constructive choices even in tense situations.

WHO SHOULD ATTEND?

Executives, leaders, managers and project managers, or anyone aspiring to one of these positions should attend. This individual may or may not be a PMP.

LEARNING OBJECTIVES

We learn through exercises, simulations and post-workshop activities. The workshop explores these aspects of politics, and applies models of group behavior to show participants how they might:

- Distinguish the three domains of political interaction.
- Develop enhanced self-awareness and situation-awareness.
- Maintain a feeling of centeredness.
- Become more adept at seeing things from the viewpoints of others.
- Recognize political ploys in routine patterns.
- See opportunities that might now be going unnoticed.
- Become more skilled at choosing from among political options.

EVENT LOGISTICS

TARGET DATE: January 10, 2006

TIME: 7:30 – 8:30 a.m. – Breakfast
8:30 – 12:00 p.m. – Workshop
12:00 – 1:30 p.m. – Lunch
1:30 – 4:00 p.m. -- Workshop

LOCATION: World Trade Center, Building 2, Mezzanine Rooms 2, 3, 4
Parking: on your own [SmartPark on 3rd Ave. or WTC garage entrance on Taylor Street]. Or MAX stops 1-2 blocks from WTC.

PRICE: \$225/person – PMI Members
\$260/person – Non-members
Price includes: Breakfast, Lunch, Workshop Fee and Handouts

PDU's: 6 (Program number: C031-2006-04)

ABOUT OUR PRESENTER:

Rick Brenner is principal of Chaco Canyon Consulting. He works with people in dynamic problem-solving organizations who make complex products or deliver sophisticated services that need state-of-the-art teamwork, and with organizations that achieve high performance by building stronger relationships among their people. In his 20 years as a software developer, software development manager, entrepreneur, consultant and coach he has developed valuable insights into the interactions between people in a problem-solving environment, and between people and the media in which they work.

Mr. Brenner has held positions at Symbolics, Inc., and at Draper Laboratory, both of Cambridge, Massachusetts. At Symbolics, he was responsible for development of all products based on Macsyma, a large and very sophisticated computer algebra program. At Draper Laboratory, he was a principal investigator in a DARPA program, the Evolutionary Design of Complex Software, where he conducted research into advanced concepts for realtime software development environments based on dynamic object-oriented programming languages. Since 1993, he has taught a course in business modeling at the Harvard University Extension School.

Mr. Brenner's interests focus on improving personal and organizational effectiveness, especially in abnormal situations, as in the case of continuous change, in technical emergencies, and high-pressure project situations. He publishes a free, weekly email newsletter, *Point Lookout*, and has written a number of essays on these subjects, available at his Web site, <http://www.ChacoCanyon.com/>.

Knowledge, Skills, Abilities and Training experiences:

Mr. Brenner is an expert in project management, proposal development, workplace politics, group process, person-to-person communication and experiential training. He has presented dozens of programs on these and related topics, and worked with over 50 individuals ("stars") in public and corporate settings in experiential training scenarios, helping to diagnose group process problems and providing effective interventions to enhance individual and team performance.

He is an experienced executive and managerial coach, and maintains an active consulting practice in spreadsheet model and tool design.

Current Position:

Principal, Chaco Canyon Consulting

Member & Volunteer Activities:

- Boston SPIN
- National Speakers Association

Education:

Mr. Brenner holds a Masters Degree in Electrical Engineering from MIT. He trained in Satir methods under Gerald M. Weinberg and Jean McLendon, attending and staffing many of their workshops over a period of seven years.