

Winning at workplace politics

Keira Paterson | @keira_may

This isn't about fixing women.

This isn't about fixing women
or blackness.

This isn't about fixing women
or blackness or queerness.

This isn't about fixing women
or blackness or queerness or
femininity.

This isn't about fixing women
or blackness or queerness or
femininity or neurodiversity.

This isn't about fixing women
or blackness or queerness or
femininity or neurodiversity or
anything else.

Who am I?

Preparing for the session.

What is workplace politics?

There's challenging, and then
there's toxic.

Spotting a toxic workplace

Spotting a toxic workplace

- * Abuse and bullying.

Spotting a toxic workplace

- * Abuse and bullying.
- * Everyone is leaving.

Spotting a toxic workplace

- * Abuse and bullying.
- * Everyone is leaving.
- * People react to your anecdotes with horror.

Spotting a toxic workplace

- * Abuse and bullying.
- * Everyone is leaving.
- * People react to your anecdotes with horror.
- * You're not getting paid.

Spotting toxic people

Spotting toxic people

- * Abuse and bullying.

Spotting toxic people

- * Abuse and bullying.
- * Poor emotional regulation.

Spotting toxic people

- * Abuse and bullying.
- * Poor emotional regulation.
- * Lack of empathy.

Spotting toxic people

- * Abuse and bullying.
- * Poor emotional regulation.
- * Lack of empathy.
- * Lying.

Spotting toxic people

- * Abuse and bullying.
- * Poor emotional regulation.
- * Lack of empathy.
- * Lying.
- * Scapegoating.

Get out!

Situation: normal disfunction

Overview

Overview

1. Planning

Overview

1. Planning

2. Framing

Overview

1. Planning

2. Framing

3. Delivery

Overview

1. Planning

2. Framing

3. Delivery

4. Tips for dealing with challenging people

Overview

1. Planning
2. Framing
3. Delivery
4. Tips for dealing with challenging people
5. Putting it all together

1. Planning

1. Planning

- * Get the lay of the land.

1. Planning

- * Get the lay of the land.
- * Find allies.

1. Planning

- * Get the lay of the land.
- * Find allies.
- * Be good to manage.

1. Planning > Get the lay of the land

Get the **lay** of the land.

Exercise: Getting the lay of the land

- * Who gets their way often?
- * Who seems to know about changes before they happen?
- * Who gets along with everyone?
- * What networks exist?
- * Who seems to benefit from bad decisions?
- * Where are the rivalries?
- * Who steps up when the boss is away?

Find allies.

Make friends.

Help people.

Get around.

Ask for help.

Choosing allies

Choosing allies

- * The person who knows what's up

Choosing allies

- * The person who knows what's up
- * People who get their way

Choosing allies

- * The person who knows what's up
- * People who get their way
- * Networkers

Choosing allies

- * The person who knows what's up
- * People who get their way
- * Networkers
- * Gatekeepers

Choosing allies

- * The person who knows what's up
- * People who get their way
- * Networkers
- * Gatekeepers
- * Your team

Exercise: Choosing allies

- * Make a list of who might already be an ally.
- * Make a list of people you want to approach to be your allies.
- * What steps might you take to build your network?

Be good to manage.

2. Framing

2. Framing

- * Consider the relevant values.

2. Framing

- * Consider the relevant values.
- * Applying a frame.

Consider the relevant **values**.

Applying a frame.

Exercise: Framing

- * What does your audience value?
- * How would you talk about your problem if you held these values?

3. Delivery

3. Delivery

- * Use your network.

3. Delivery

- * Use your network.

- * Presentation.

Use your network.

Presentation

Presentation

* Timing

Presentation

- * Timing

- * Channel

Presentation

- * Timing

- * Channel

- * Clarity

4. Dealing with challenging people

4. Dealing with challenging people

- * Empathise

4. Dealing with challenging people

- * Empathise

- * Help or ask for help

4. Dealing with challenging people

- * Empathise
- * Help or ask for help
- * Neutralise (where you can)

4. Dealing with challenging people

- * Empathise
- * Help or ask for help
- * Neutralise (where you can)
- * Keep it professional

5. Putting it all together.

You can do this.

@keira_may

keira@keirapaterson.com