

## Certification in ORGANISATION POLITICS MANAGEMENT

Unconventional Gyan

### An overview



**Organisation Politics** is one of the most important aspects of People Management. Leaders need to not just understand, but use it in favourable strategy for driving mass Change. Despite being so crucial, it least understood, and even less openly discussed subject. The negative connotation associated with it makes it less desirable to be mastered. However, the group behaviour phenomenon named as 'Politics' is an integral part of human behaviour, avoiding, neglecting, escaping, ducking from it makes us Ostriches putting their head in ground when they experience fear. Organisation Politics has taken the shape of fear of the unknown. Understanding it, learning about it, and eventually mastering it helps us manage people better.

In this course, attendees will learn about various human decision-making aspects as individuals, groups, and organised groups with both formal and informal authority. The methodology caters to various learning methods, including but not limited to, discussions, self-reflection, audio-visuals, case studies, experiential learning, etc.

## Curriculum

- Introduction to Organisation Politics and Change Management basics
- Organisation Models; Nadler and Tushman Model, Sterman's Systems Dynamic Model, Quinn's Competing Model, Greiner's Model
- Detailed understanding of Beckhard & Harris Change Management Process
- Overview on Individual and group behaviour
- Formal Organisation Structures and navigating Change
- Understanding and plotting Sociogram
- Elements of Informal Leadership and influence
- Understanding receipts of Change
- Mastering implementation with perception management

## Essentials

### RECOMMENDED FOR

Team Managers across functions, CXO level, HR professionals, Talent & Performance management experts, management students, academicians, etc. Any person who is or aims at being in a people management role.

### DURATION

2 days  
**11<sup>th</sup> & 12<sup>th</sup> November 2017** (Saturday & Sunday)  
10 a.m. to 6 p.m.  
At Mumbai

### FEES

INR 15,000/- (inclusive of taxes)  
Includes breakfast, lunch, and evening tea

for residential attendees, INR 5,000/- for accommodation

### REGISTRATION & QUERIES

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