Turning "we vs. them" into team

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- □ Agenda -
- Reasons for Project Politics
- Project Politics is it part of the job?
- Scenarios and solution/approaches
- What issues did you wish we discussed?





Reasons for Project Politics

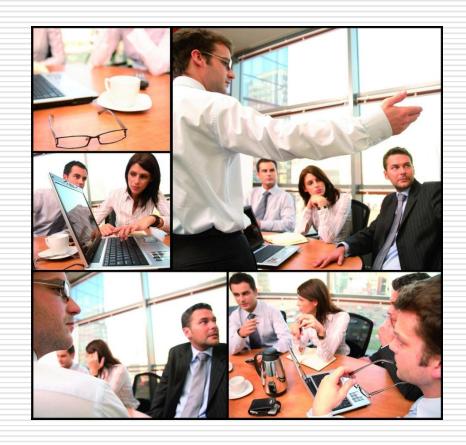
- I win and you lose
- If I agree -> you win and I lose.
- You lose and I lose
- I don't care who wins or loses, but should I?
- What are other agenda's you encounter?

We are all good people, we just have different agendas... and it is better if you know what theirs is!

Need to create a win-win scenario.



- ☐ Typical Corporate
 Agendas
- This is my pet project and I want it to succeed.
- I am assigned to this project and I don't want to be here.
- Different scopes and outcomes.
- Historical conflict / scorekeeper.





- ☐ Project Politics is part of the job
- "Get over it and get better at it"

Approaches -

- Be consistent, open and be yourself (honest and ethical)
 - Take the high road
- Be cognizant of real organization & real decision makers
- Relationship, relationships, relationships





Scenario – 1

- □ Assigned to a Project where the constraints (cost, quality, time and scope) do not match reality.
- How would approach solving this issue?



Scenario – 1

- ☐ Assigned to a Project where the constraints (cost, quality, time and scope) do not match reality.
- How would approach solving this issue?

- Invest minimal time.
- Work for reassignment
- Close door session with Sponsor.
- Develop exit strategy for project.
- Re scope project for success



□ Scenario - 2

Assigning the struggling project without disclosure of project challenges



- □ Scenario 2
- Assigning the struggling project without disclosure of project challenges
- ☐ How would you approach solving this issue?

- Request project management plan documents.
- Transition with exiting PM
- Negotiation with Project Sponsor
- Request for comanager (help)



- □ Scenario 3
- Delivering bad news and shooting the Messenger
- How would you approach solving this issue?



- □ **Scenario 3**Delivering bad

 news and shooting

 the Messenger
- How would you approach solving this issue?

- Change the news to good.
- Reframe the news (spin it differently)
- Find another messenger
- □ Take an ally



□ Scenario – 4

Getting the Sponsor that nobody wants to work for



- Scenario 4
 - Getting the Sponsor that nobody wants to work for
- How would you approach solving this issue?

- □ Grin and Bear it.
- Level setting with the sponsor.
- Go over sponsor's head to request alternate.
- Networking to succeed in spite of sponsor



Games Users Play

□ Scenario - 5

A room full of "Smoozers" and "Shakers"



Games Users Play

- □ **Scenario 5**A room full of
 "Smoozers" and
 "Shakers"
- How would you approach solving this issue?

- Match personality styles or adapt yours.
- Make some "deals for performance"
- Separate the work from the smoozing
- Replace with real project members



□ Scenario - 6

Some one steals credit or assigns blame inappropriately



- □ Scenario 6
 - Some one steals credit or assigns blame inappropriately
- How would you approach solving this issue?

- Get facts out to your leadership or review
- Settle the score
- Communicate the team successes / issue regularity



- What scenario are you living or wished we covered?
- What issues did you wish we discussed?
- Other resources:
- The Art of War
- Getting to Yes
- The Prince Machiavelli



