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POLITICAL SKILL

AT WORK



IMPACT ON WORK EFFECTIVENESS

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Political Skill at Work Gerald R. Ferris, Pamela L. Perrewe, B. Parker Ellen III, Charn P. McAllister, Darren C. Treadway, 2011-06-17 Why is political skill so important in business In today s organizations career success depends more on political skill the ability to influence motivate and win support from others than on almost any other characteristic Political Skill at Work delivers the how to influence at work not just the what The authors of this innovative study explore how people high in political skill are more successful at getting hired building a reputation and establishing leadership From the worlds of business politics education and sports they offer compelling examples of political skill in action And for the first time they provide ways to measure and enhance this powerful ability Anyone interested in personal or professional development will find this book worthwhile

Political Skill at Work: Revised and Updated Gerald R. Ferris, Pamela L. Perrewe, Darren C. Treadway, Charn McAllister, Parker Ellen, 2020-07-09 Political skill is a characteristic that can facilitate good things for individuals and their organizations Yes it is possible that political skill can be used and to get away with self serving acts at the expense of others but contrary to the stereotypical perceptions of being political political skill is about more than manipulation In fact political skill enables people to build trust and forge positive relationships and leaders often need it to influence others and access resources critical to their teams success This edition has been revised and updated with more than 15 years of additional research on political skill as well as new examples that demonstrate why in today s organizations career success depends more on political skill than on almost any other characteristic

Political Skill at Work Gerald R. Ferris, 2010-09-01 With examples of individuals using political skill to succeed in the corporate world government education and sports the authors explore what political skill is and isn t why and how it works and how it can be measured and developed They define four key dimensions of political skill social astuteness interpersonal influence networking ability and apparent sincerity Their 18 item Political Skill Inventory measures strength in these areas

Strategic Safety Management in Construction and Engineering Patrick X. W. Zou, Riza Yosia Sunindijo, 2015-03-26 Although the construction and engineering sector makes important contributions to the economic social and environmental objectives of a nation it has a notorious reputation for being an unsafe industry in which to work Despite the fact that safety performance in the industry has improved injuries and fatalities still occur frequently To address this the industry needs to evolve further by integrating safety into all decision making processes Strategic Safety Management in Construction and Engineering takes a broad view of safety from a strategic decision making and management perspective with a particular focus on the need to balance and integrate science and art when implementing safety management The principles covered here include the economics of safety safety climate and culture skills for safety safety training and learning safety in design risk management building information modelling and safety research methods and the research practice nexus They are integrated into a strategic safety management framework which comprises strategy development implementation and evaluation Practical techniques

are included to apply the principles in the context of the construction and engineering industry and projects Case studies are also provided to demonstrate the localised context and applications of the principles and techniques in practice

An Educator's Guide to Humanizing Nursing Education Chantal Cara, Marcia Hills, 2020-06-05 Delivers specific guidelines for implementing human caring within teaching practices along with a wealth of examples Grounded in the belief that translating caring science within teaching practices will humanize nursing education this important book emphasizes the ways in which teachers can translate Human Caring and Caritas in order to include strategies for establishing authentic caring pedagogical relationships with their students It aims to strengthen Human Caring as the basis for humanitarian teaching and to infuse the learning environment with caring practices for both students and teachers The work provides an antidote for the continuous dominant biomedical and behavioral paradigm in nursing education It includes specific guidelines for implementing Human Caring ethics ontology and epistemology throughout the teaching learning community and describes how to translate caring values and assumptions into living Caritas as the nurse teachers moral ideal and praxis of authentic caring pedagogical relationships Pragmatic examples provided by administrators teachers and students illustrate the value of a humanitarian caring science paradigm for nursing education and caring praxis Key Features Delivers an internationally renowned scholars perspective on teaching grounded in Human Caring Includes exemplars of educators lived teaching experiences guided by their caring pedagogical praxis Provides examples of students lived learning experiences within a caring teaching environment Offers reflective practice exercises for nurse teachers to enhance their caring pedagogical relationships with students Provides guided caring artistic activities to promote ways of knowing doing being and becoming in nursing education

Leader Interpersonal and Influence Skills Ronald E. Riggio, Sherylle J. Tan, 2013-12-04 This edited volume explores different models conceptualizations and measures of leader interpersonal and influence soft skills that are so necessary for effective leadership These include the communication skills persuasion skills political savvy and emotional abilities used by leaders to inspire motivate and move followers toward the accomplishment of goals The book emanates from the two day long 21st Kravis de Roulet leadership conference which brought together top scholars working in this area The intent of the conference and this edited volume is to increase understanding of the interpersonal and influence skills or soft skills of the leader to highlight state of the art research on the topic and to provide clear research based guidelines for the development of leader skills Chapter authors are recognized experts in their respective areas and each section of the book will be introduced by an editor authored chapter reviewing the specific topic area in brief

Performance Appraisal and Management Kevin R. Murphy, Jeanette N. Cleveland, Madison E. Hanscom, 2018-02-08 Exploring common challenges and unpacking why performance appraisal often fails in organizations Performance Appraisal and Management uses the latest thinking and research to equip readers with evidence based tools and strategies for overcoming these obstacles

Managerial Leadership for Librarians G. Edward Evans, Holland

Christie,2017-10-11 Putting library management into the unique context of the not for profit world this work offers you invaluable guidance on how to manage your library effectively Managing a library presents a significantly different challenge than managing a small business a corporation or even a school or charity organization To be effective managers and excel in their careers librarians must understand their unique position in the social landscape and leverage that role to become influential leaders This guide shows librarians how to make the most of their inherent skills and develop new leadership strengths in order to become better library managers advance their careers and sustain their libraries in spite of changing environments and shrinking budgets The book examines many facets of managerial leadership defines what managerial leadership is and describes how to assess and increase leadership skills The chapters also identify the constraints unique to libraries and explain how you can develop positive relationships with government boards turn a vision into a practical strategic plan and exercise fiscal control You will gain invaluable knowledge about fund raising developing political skills advocacy and lobbying and legal and ethical concerns specifically in the library environment The final section of the book is devoted to people skills understanding yourself and others developing staff collaboration negotiation meetings and presentations and creating future success

Enhancing Entrepreneurial Excellence Robert A. Baron,2013-01-01 Enhancing Entrepreneurial Excellence is a fascinating and valuable treatise on how entrepreneurs achieve the transformation of an idea into a product that is successful in the marketplace It is practical but well grounded in the academic research The book explains the tools that entrepreneurs need to be successful and displays the passion of the author Robert Baron to help more entrepreneurs become engines of change in order to improve human life The book is a must read for all scholars of entrepreneurship and aspiring entrepreneurs Michael A Hitt Texas A M University US The field of entrepreneurship has long pondered the following question Why despite their high levels of motivation effort and commitment do so many entrepreneurs fail This innovative volume tackles the complex question of entrepreneurial success identifying the essential tools necessary for converting ideas into reality and offering concrete means for acquiring and strengthening those tools Though entrepreneurial success or failure can be partly attributed to external considerations such as market fluctuations and competitor activity Robert A Baron argues that the individual entrepreneur is often crucial in determining whether an idea succeeds or fails Using current concrete data the author demonstrates the critical importance of the entrepreneur's skills knowledge and other personal resources to the outcome of his or her entrepreneurial undertakings Written in a clear and vibrant style this groundbreaking book offers both a detailed breakdown of the personal attributes that foster entrepreneurial success as well as helpful suggestions for achieving and enhancing those same attributes in one's own search for entrepreneurial excellence Professors and students of entrepreneurship as well as their peers in other innovation based fields such as engineering and the sciences will find this book an invaluable resource for both the study and practice of successful entrepreneurship

The Titleless Leader Nan S. Russell,2012-05-22 You don't need a title to be a leader Learn

how to start getting things done no matter where you are on the corporate ladder How people work communicate collaborate and manage responsibilities has changed Knowing how to build influence and lead others without title or authority no matter what your role is now a workplace necessity No one needs to appoint you promote you or nominate you You decide It's not rank that will get you results it's actions In *The Titleless Leader* you will discover uncommon behaviors that will enable you to Operate with trust in an era of distrust and growing cynicism Activate your titleless leadership practice by using what does it look like approaches and how does it happen tips exercises and insights Engage yourself and others using the cornerstones of self alignment soul courage possibility seeds and winning philosophies Using the revolutionary tactics laid out in *The Titleless Leader* you'll turbocharge your career and discover how to get things done even without a title

The Role of Demographics in Occupational Stress and Well Being Pamela L. Perrewé, Christopher C. Rosen, Jonathon R. B.

Halbesleben, 2014-09-16 In much of the contemporary research on occupational stress and well being demographic factors such as gender age and race ethnicity are evident in the background and controlled in statistical analysis This volume asks whether that should be the case and the extent to which those demographics impact our experience of stress and well being

Leading Forward Tim A. Flanagan, John S. Lybarger, 2014-02-07 Explains the four dimensions of effective leadership for leaders in the public sphere There is a wealth of advice available for corporate leaders but little in the way of leadership guidance for those in government agencies *Leading Forward* fills that gap by providing a development framework and assessment tool based on the four dimensions of effective leadership empowerment fairness leaders and supervisors These four dimensions are critical competencies that leaders must develop in order to succeed now and in the future Based on years of working with agency leaders at all levels of government and the latest assessment data from the Office of Personnel Management this practical resource includes a review of the current core leadership competencies and a detailed look at the gaps between actual and expected execution Offers unique and uncommon leadership guidance for those in the public sector Includes examples exercises techniques and case studies as well as interviews with past and current leaders Ideal for government agency executives and students in leadership and professional development programs *Leading effectively in a government agency is different than leading in the private sphere* *Leading Forward* offers a practical and effective framework for developing great leaders for the public good

The Role of Individual Differences in Occupational Stress and Well Being Pamela L. Perrewé, Daniel C. Ganster, 2011-08-10 Deals with the examination of occupational stress health and well being with particular emphasis on the multi disciplinary nature of occupational stress This title also examines the role of individual difference in occupational stress health and well being

The Center for Creative Leadership Handbook of Coaching in Organizations Douglas Riddle, Emily R. Hoole, Elizabeth C. D. Gullette, 2015-01-26 Effect better outcomes with a robust coaching program The CCL Handbook of Coaching in Organizations deals with the practical ethical and political challenges of coaching within an organization From coaching superiors to coaching business teams this book outlines the

Center for Creative Leadership CCL approach to professional coaching to help readers better manage leadership development and talent management program outcomes With expert guidance on the key functions of human resources learning and development and organizational development readers will gain insight into the issues associated with coaching program implementation and management and the use of internal versus external coaches Coverage includes a wide range of coaching based services used in most large organizations with practical advice on creating the right programs for maximum impact within the available budget Professional development is a hot topic and plays a key role in attracting and retaining the best talent Coaching is a broad area within the field encompassing a range of services and goals with varied expectations and requirements This book provides actionable guidance for those designing initiating and implementing coaching programs with new approaches and techniques that drive better outcomes Provide direct coaching within an organization Manage coaching systems and programs Initiate and lead mentoring and peer coaching programs Manage external coaches and deal effectively with coaching suppliers An ideal coaching program must balance need with budget and be tailored to the requirements and resources of both the organization and the participants It s a complex undertaking but the right strategy and planning can lead to even better than expected outcomes For the human resources professional who wants to strengthen an organization s coaching program CCL Handbook of Coaching in Organizations is a thoughtful reference for a specialized function

Leadership Essentials for Emergency Medical Services John R. Brophy,AAOS,2010-03-10 Leadership is essential to the future of EMS and the success of our society From the seasoned managers who seek to perfect their leadership skills to new providers who are preparing to rise up through the ranks Leadership Essentials for Emergency Medical Services provides EMS professionals with the knowledge and skills they need to become true leaders Part of the EMS Continuing Education series the text is also ideal for use as a professional reference This book is part of the EMS Continuing Education Series As an EMS provider you know that your education does not stop when you finish your initial training The things you learn in the field and in continuing education classes give you the extra skills and knowledge to make you the best provider you can be The EMS Continuing Education Series was created to help you take that extra step toward not just being a great provider but an outstanding one 2010 116 pages

International Review of Industrial and Organizational Psychology 2008 Gerard P. Hodgkinson,J. Kevin Ford,2008-04-15 Now in its 23rd year the International Review of Industrial and Organizational Psychology has attracted contributions from leading researchers and produced many citation classics Each volume is a state of the art overview of topics spanning the full spectrum of I O psychology and 2008 is no exception Areas covered include leadership development the psychology of careers employee recruitment health promotion in the workplace and politics at work Each chapter is supported by a valuable bibliography For advanced students academics researchers and professionals this remains the most current and authoritative guide to new developments and established knowledge in the field

The Politics of Promotion Bonnie Marcus,2015-03-06 Break into the power circle

and build relationships that advance careers The Politics of Promotion offers women the tools and guidance they need to successfully navigate the realities of their organization emphasizing the need to understand office politics to get the promotions and recognition they deserve Written by Bonnie Marcus a professional coach who focuses on helping women advance their careers this book demonstrates the impact of relationships and sponsorship on career trajectory Readers will learn why excellence and achievement aren't propulsion enough to get ahead and how networking with power and intention can make all the difference in perception reputation and promotion Far beyond the typical advice of be assertive and embrace ambition this book provides a unique and proven method for becoming a bigger player in the workplace and avoiding unexpected trip ups that can add years to the climb or end it for good Many women focus on performance thinking that good work garners promotion Too often they're left outside of the circles of power and influence where decisions are made that affect their careers The Politics of Promotion provides a framework for breaking into that circle and taking control of one's own career path specifically showing how to navigate office politics successfully Build and nurture key relationships Get comfortable with self promotion Avoid potentially disastrous blind sides Women who want to advance cannot afford to view politics as dirty It's the reality of the workplace one that differs between organizations and fluctuates over time Although being savvy about office politics is important for both genders unconscious bias and stereotypes create special challenges for women Learning to navigate these complex rules and customs is the key to professional recognition for women fostering relationships that reach far beyond the next evaluation Women looking to get ahead will find that the insights in The Politics of Promotion can help smooth the way

Developing Political Savvy William A. Gentry, Jean Brittain Leslie, 2013-07-09 There are many things that politics is not Politics is not good or bad it's neutral and natural Politics is not a zero sum game politically savvy individuals can use their influence in an effective authentic manner so that all parties involved get something positive out of the experience Politics is not about being false instead political savvy is about using your skills behaviors and qualities to be effective and sincerity is vital Use the ideas and exercises in this guidebook to become a more politically savvy leader and build your capacity to lead effectively in your organization

EBOOK: Coaching, Mentoring and Organisational Politics David Clutterbuck, Lise Lewis, Tim Bright, Riddhika Khoosal, 2023-06-28 All organizations are political environments Politics is present in all the major processes including resource allocation succession planning and equal opportunities Yet being political is often regarded as a negative trait associated with lack of authenticity unethical behaviour and sociopathy For employees managing politics is a core skill For coaches and mentors there is the constant dilemma of how to help a client thrive in a political environment while retaining their authenticity A critical distinction is between being politically aware or astute and being political or playing politics This book aims to set out practical ways in which coaches and mentors can both maintain their own integrity and support their clients in doing the same in politicised environments It will draw on the experiences of coaches and mentors leaders and managers in organisations around the world and coach supervisors

Contemporary Challenges for Agile Project Management Naidoo, Vannie, Verma, Rahul, 2021-11-05 Given the pace at which projects must be completed in an era of global hypercompetition and turbulence examining the project management profession within the contexts of international trade and globalization is essential to encourage the highest level of efficiency and agility Agile project management provides a flexible approach to managing projects as it allows a team to break large projects down into more manageable tasks that can be tackled in short iterations or sprints thus enabling a team to adapt to change quickly and deliver work fast Contemporary Challenges for Agile Project Management highlights the modern struggles that face businesses and leaders as they work to implement agile project management within their processes and try to gain a competitive edge through cross functional team collaboration Covering many underrepresented topics related to areas such as critical success factors data science and project leadership this book is an essential resource for project leaders managers supervisors business leaders consultants researchers academicians and students and educators of higher education

The Top Books of the Year Political Skill At Work Impact On Work Effectiveness The year 2023 has witnessed a noteworthy surge in literary brilliance, with numerous captivating novels captivating the hearts of readers worldwide. Lets delve into the realm of top-selling books, exploring the captivating narratives that have charmed audiences this year. The Must-Read : Colleen Hoover's "It Ends with Us" This touching tale of love, loss, and resilience has captivated readers with its raw and emotional exploration of domestic abuse. Hoover expertly weaves a story of hope and healing, reminding us that even in the darkest of times, the human spirit can prevail. Uncover the Best : Taylor Jenkins Reids "The Seven Husbands of Evelyn Hugo" This spellbinding historical fiction novel unravels the life of Evelyn Hugo, a Hollywood icon who defies expectations and societal norms to pursue her dreams. Reids absorbing storytelling and compelling characters transport readers to a bygone era, immersing them in a world of glamour, ambition, and self-discovery. Discover the Magic : Delia Owens "Where the Crawdads Sing" This evocative coming-of-age story follows Kya Clark, a young woman who grows up alone in the marshes of North Carolina. Owens crafts a tale of resilience, survival, and the transformative power of nature, entrancing readers with its evocative prose and mesmerizing setting. These popular novels represent just a fraction of the literary treasures that have emerged in 2023. Whether you seek tales of romance, adventure, or personal growth, the world of literature offers an abundance of captivating stories waiting to be discovered. The novel begins with Richard Papen, a bright but troubled young man, arriving at Hampden College. Richard is immediately drawn to the group of students who call themselves the Classics Club. The club is led by Henry Winter, a brilliant and charismatic young man. Henry is obsessed with Greek mythology and philosophy, and he quickly draws Richard into his world. The other members of the Classics Club are equally as fascinating. Bunny Corcoran is a wealthy and spoiled young man who is always looking for a good time. Charles Tavis is a quiet and reserved young man who is deeply in love with Henry. Camilla Macaulay is a beautiful and intelligent young woman who is drawn to the power and danger of the Classics Club. The students are all deeply in love with Morrow, and they are willing to do anything to please him. Morrow is a complex and mysterious figure, and he seems to be manipulating the students for his own purposes. As the students become more involved with Morrow, they begin to commit increasingly dangerous acts. The Secret History is a exceptional and thrilling novel that will keep you speculating until the very end. The novel is a cautionary tale about the dangers of obsession and the power of evil.

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