



भारतीय प्रबंध संस्थान रायपुर
Indian Institute of Management Raipur

Decoding Organizational Politics



Introduction (Programme)

An organisational politics course can be beneficial for several reasons, as it helps individuals understand and navigate the complex dynamics of workplace politics. Studies have shown that employees with political skills are better at gaining more power and managing stress, are more productive, and have a greater impact on organizational goals. The course will help the participants increase their awareness of workplace politics, conflict resolution tactics, career advancement, leadership development, etc.

Objectives

There are a few objectives of this course. Some significant objectives are given below:

1. To make people understand, recognize and reduce office politics.
2. To rise above the rivalry and build better relationships.
3. To achieve your goals and increase your influence at work.
4. To build alliances and make strategic decisions.

Topics to be covered

1. Politics in office: Basics
2. Political intelligence
3. Moves and countermoves
4. Power: Who has it
5. Managing power relationships
6. Enhancing the influence
7. Managing conflict constructively

Programme Director



Dr. Damini Saini

Assistant Professor, Organizational Behaviour

Dr. Damini Saini is associated with IIM Raipur as an Assistant Professor of Organizational Behaviour. She has more than eight years of experience in management education. Dr. Saini received her PhD from the prestigious Faculty of Management Studies, University of Delhi. She has published many articles in the journal of repute listed in ABDC, ABS, etc. She has published cases and book chapters with leading publishers' like Springer, Emerald and IGI Global. Apart from this, her scholarly interests are leadership, business ethics, the significance of ethical education in management, value-based management, positive psychology, etc.

For Whom

The people who don't understand the dynamics within the organization.
New in leadership /managerial role.

Pedagogy

The program pedagogy will include various training methods such as lectures, discussions, exercises, assessment instruments, and role plays.