



Deb Boelkes

Power and Politics for Women

**Hosted by ASTD-LA
September 20, 2011
9AM to 4PM**

Seminar Objective: To provide the insights and tools needed to harness organizational power and master the kind of positive political skills that can enable women to become more effective leaders within and across organizations.

Business Issue: In an age of continuous cost cutting, downsizing, and more responsibility for everyone, it can sometimes seem very difficult, if not impossible, to advance your professional agenda and your career. Even in good economic times, your professional success depends on more than just a good education, solid functional expertise, sound ideas and hard work. Even highly competent business people can fall short in their ability to understand the political nature of organizations. When power and politics are misused, the impacts to you and to others can be devastating. While “playing politics” can have a negative connotation, the mastery of power and political skills can be critical to your success.

Workshop Description: Whether or not you enjoy corporate gamesmanship, power and politics are an unavoidable fact of life in the business world. Power and politics are part of human nature and present in all organizations, both large and small, public and private, not-for-profit and governmental. The most successful leaders know how to leverage power and politics to their advantage, yet many women shy away from playing “the game”, often to their detriment. This insightful session will explore some of the underlying dynamics that can make it difficult for women to successfully rise higher within their organizations unless they purposely and proactively engage in organizational politics.

What this course will provide: We welcome you to join us as we identify some of the gender-based tendencies that can either hinder or advance your ability to successfully leverage power and politics for the benefit of the entire organization. Together, we will explore the processes for developing power and influencing skills and we will provide you with tools that every astute business woman can utilize to become a more effective business leader.

By attending this course you will obtain a framework for understanding the sources of power within organizations and the circumstances that can lead to its attainment and effective use. We'll site some statistics that show why women are well-suited to positions of power, and we'll talk about the overt, covert and self-induced barriers that can inhibit political success. You will obtain practical advice on what you can do to enhance your own ability to effectively leverage power and politics so that you can rise higher within your organization.

You will learn:

- The role and importance of power and politics within organizations
- How a lack of self-awareness and the subtle existence of gender bias can inhibit your ability to manage with power
- The factors that can build power
- The factors that can undermine power
- How to recover from a loss of power
- Methods to replace adversarial posturing

- Important techniques to plan, prepare for and conduct effective meetings that will deliver results and help you stay in control
- To exercise power and influence effectively within and across organizations

Who should attend this session: Any business person, from individual contributors and professionals, to managers and senior leaders, interested in advancing their careers by improving their political effectiveness within organizations.

About our speaker: Deb Boelkes is the President and CEO of Business World Rising, Incorporated, a leadership development services firm dedicated to building stronger, more inclusive leadership teams and the advancement of high potential, high achieving business women. Deb originally founded the Business Women Rising division in 2009, following 30 successful years leading sales, marketing and professional services organizations for Fortune 150 companies within the male-dominated High Tech industry.

Deb personally facilitates the Southern CA-based Grande Vista and Alta Vista tracks of BWR's Leadership Vistas program, a peer-to-peer mentoring forum for high potential and high achieving business leaders. Deb began her college education as a Math/Computer Science major at UCLA. She earned her BS degree in Business Administration and her MBA in Management Information Systems from the University of Rhode Island, where she graduated top in her class. Deb is a regular keynote speaker, host moderator and expert panelist for university-sponsored programs, industry association meetings and professional networking events.