



## Management Concepts Series – 2010

\* *Common-Sense Guidelines for Successful Organizations* \*

Management Concept #19 <i>Think Globally, Act. . . Socially?</i> <i>Understanding your Social Network</i>						
<p style="text-align: center;"><b>Active Management Pillar Applicability</b></p> <div style="border: 2px solid yellow; padding: 5px; margin: 10px auto; width: fit-content;"> <table border="1" style="width: 100%; text-align: center; border-collapse: collapse;"> <tr><td style="background-color: #cccccc;">Identity</td></tr> <tr><td style="background-color: #cccccc;">Planning</td></tr> <tr><td style="background-color: #00ff00;">Execution</td></tr> <tr><td style="background-color: #00ff00;">Behavior</td></tr> <tr><td style="background-color: #00ff00;">Awareness</td></tr> </table> </div>	Identity	Planning	Execution	Behavior	Awareness	<p style="text-align: center;"><i>It's a fact of life. . .</i></p> <p>Like it or not, everything you do in your business will be done by, through, and for people. It's a pesky fact of life: in order to succeed in any endeavor, you will need to incorporate the management of human emotions, behaviors, and feelings in your toolkit. Have you ever heard something like: “. . . that's ridiculous! It was the politics that killed it!” Well, here's a secret: it's all politics. Politics is simply a method by which groups of people make decisions and align themselves for action. If you don't make it your business to understand the politics and social web of your organization, you will be challenged to succeed. You can be the “rightest” person at the table and get no traction at all. Through no more than missing the political and social relationships around you, you can come off, minimally, as naïve and, worse, as someone who is offensive and irritating. In either case, you are less likely to get the outcome you are shooting for.</p> <p><b>Back to basics:</b> if you ignore this fundamental piece of organizational dynamics, you are not managing to success.</p> <p>People make decisions and take action based on a complex jumble of drivers and motivators (beyond those they are willing to speak out loud). Here are a few:</p> <ol style="list-style-type: none"> <li>1. Recommendations of those they trust</li> <li>2. Recommendations of those they distrust</li> <li>3. Ego</li> <li>4. Fear</li> <li>5. Inability to admit mistakes</li> <li>6. Concern a proposal will be bad for them even if it is good for the organization</li> <li>7. Desire to leave the office early and head for the lake</li> <li>8. Need for a victory</li> </ol> <p>In general, the motivators that are not spoken are those people are unwilling to talk about. For you, they can be good or bad in any given situation. But one thing is almost always true; they will be discussed in code. If an argument is both insistent and lacking in logic, look for the hidden issues. You may not be able to succeed without addressing them. And know this: they may be very hard to identify.</p> <p>So, take the time to understand the social and human side of those you work with. Who do they trust and distrust? If an executive distrusts your primary advocate in a decision making session, your chances of success are diminished. Who needs a win? Who is worried about their job? Who is in great shape and willing to take a risk? What coalitions typically win the day?</p> <p>Note: This Concept is not meant to imply you leave your integrity or courage at the door. Do not become a “political weasel.” But you must manage the human factors as you would anything else in your journey to success. If you disdain politics and ignore the social network, you do so at your peril.</p>
Identity						
Planning						
Execution						
Behavior						
Awareness						

## ***About Agovia Consulting***

Agovia is your partner in crafting common-sense plans, execution governance, and management practices that are laser-focused and, by design, create your results and your success. We help you solve your problems today and help assure your success tomorrow through management practices built on outcomes, results, and achievement.

### ***Managing to Success***

Success requires the alignment and coordination of many factors. Enterprises must be competent at, not only the elements of their core mission, they must also have the ability to create and maintain the infrastructure that surrounds and supports that mission.

### ***What We Do***

Agovia is a management consulting firm. It's what we do. Picture us a management fitness coach. We help you develop and strengthen the skills you need to succeed. We have provided consultation and solutions to multiple industries including: Information Technology, Insurance, Universities, and Homeless Services. We bring you the support, advice, and driving facilitation that allow you to stop "planning" and start getting results.

### ***Services***

- ❖ **The Rapid Planning System – Tools, Training, Sourced Portfolio Management**
- ❖ **Positioning for the Win**
- ❖ **Identity Development (Mission & Vision)**
- ❖ **Team Effectiveness Coaching**
- ❖ **Strategic and Tactical Planning**
- ❖ **Planning and Governance Training**
- ❖ **Organization Turn-Around**
- ❖ **Retreat Facilitation**
- ❖ **Runaway Project Services**
- ❖ **Problem Solving – A Cultural Effective Approach**
- ❖ **Conflict Mediation**
- ❖ **Team/Function Start-Up**

### ***Trust yourself***

Experience tells us that most of the time you do know what you are doing. You are the expert in your core domain area. The challenges businesses often encounter are nuts & bolts issues: organization, clear vision, discipline, management infrastructure, and communication. Sometimes you just need a catalyst.

*We can help.*

*We listen.*

*We pay attention.*

*We work with you*

