

NAVIGATING THE POLITICAL ENVIRONMENT

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Positioning Your Department – Any time, Any Place



Get ready to **BRAG**.

Have your
METRICS MEMORIZED.

Know your top three
ACCOMPLISHMENTS





Know Your Audience

What is important to him/her?

Make your Closing Argument

State what we are
doing well as a result
of a corporate
initiative.

Let him/her know
what help they can
provide.



Positioning our teams now, so we can meet our future goals



POLITICS HAPPEN
everywhere and all
the time

Continue to **MANAGE UP**

Don't let **POLITICS**
determine what your
PRIORITIES are



What I do

→ Create alignment

Empower people with knowledge

Everyone within the department has the knowledge about what is going on in the department

WHY WE EXIST

To enable our people to succeed

OUR COMPASS

WHAT WE VALUE

- People
- Professionalism
- Progress
- Fun

WHAT WE DO

Partner with the business to create solutions that develop and engage employees to drive business results.

Rollins
LEARNING

HOW WE SUCCEED

- Strengthen alignment with the business
- Develop and implement change management strategy
- Focus on operational excellence and continuous Improvement
- Equip leaders to support learning culture



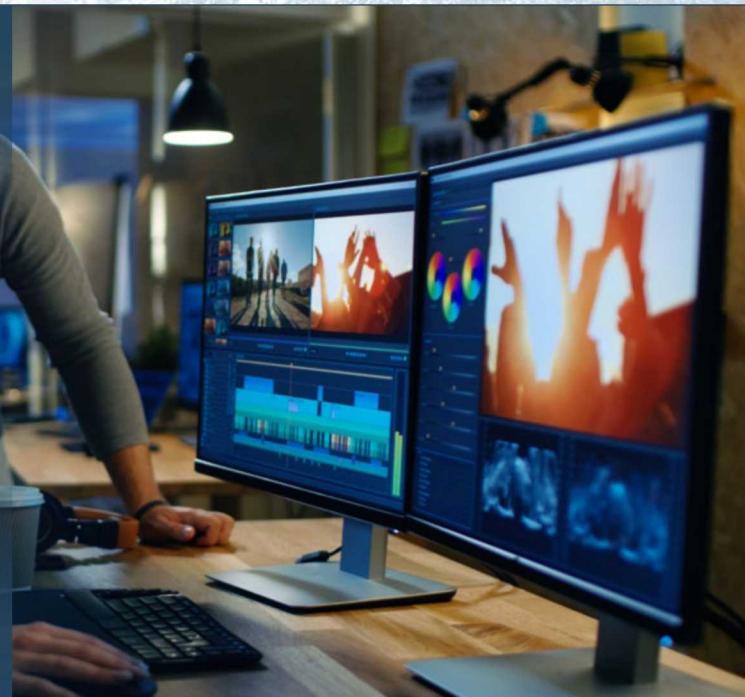
@CMMA1 | #cmmaSanDiego | #cmmaCONNECT

How to state your value to New Executives

LEVERAGE long-time clients as
champions

Do your HOMEWORK!

What does the
new company Bayer WANT
FROM the VIDEO department?





Build
relationships
both external
and internal

Make **FACE-TO-FACE**
introductions

REASSURE THE TEAM
that you've got this! **OVER
COMMUNICATE** all of your
PLANS for the dept.

A photograph of two people working on a large white table. One person is wearing a yellow shirt and the other is wearing a blue and white checkered shirt. They are surrounded by architectural models, blueprints, and laptops. The background is a modern office setting with a large window.

Plan, Plan, Plan...

Need **STRATEGIES**
PROPOSALS
WHAT IFS
Propose **COLLABORATIONS**

Be flexible – and become comfortable with ambiguity

COMMUNICATE to your new managers how you operate.

Serving Two Masters- You have to meet your new team's expectations and at the same time, meet expectations of clients and other departments. Sometimes these do not match. It's important to communicate to your new managers how you operate.

Keep your team as **INFORMED** as possible. Information is slow to come and large transformations take time. You need to learn to be comfortable with not knowing.

Don't waste TIME Use it to begin developing your model options etc. by utilizing the resources and metrics you have.



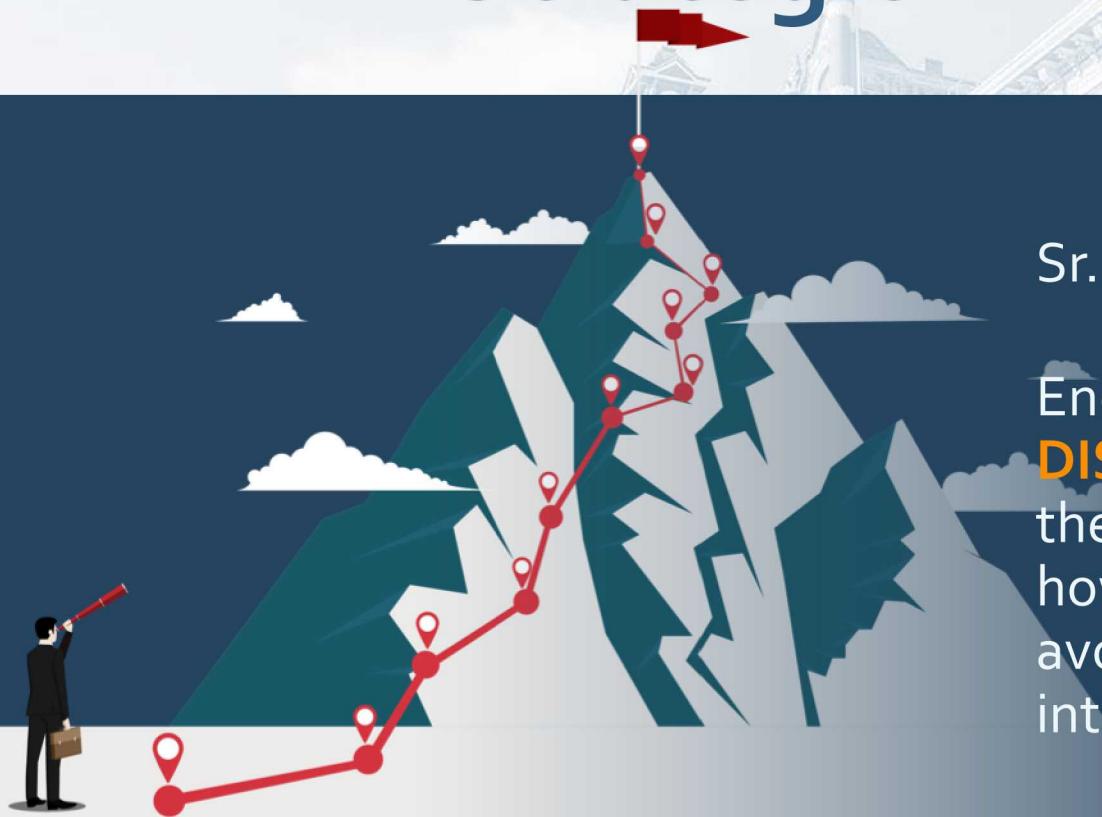
Long-Range Planning

If you build it
THEY WILL COME

Another part of your
elevator speech may be
about the **FUNDING YOU
NEED**



Strategic Direction



Sr. Leadership **SUMMIT 2020**

Engages senior leaders in a **DISCUSSION ABOUT** what their **PLANS** are for 2020, and how we can best **SERVE THEM**, avoiding the pitfalls of letting internal politics get in the way.

Positioning the department for funding opportunities

Have a **PLAN**
READY for
capital
purchases

