



NAVIGATING THE POLITICAL ENVIRONMENT

Marcella Davis-Sneddon: Sandia Labs
Chris Ferguson: Bayer
Ramiro Banderas: Rollins

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

WHAT WE DO

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

OUR COMPASS



WHAT WE VALUE

- People
- Professionalism
- Progress
- Fun

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

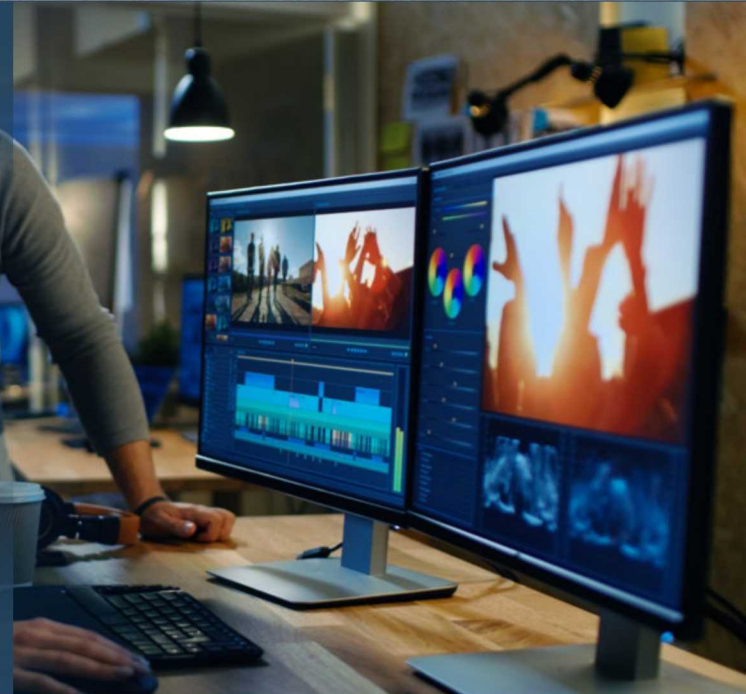


How to state your value to New Executives

LEVERAGE long-time clients as
champions

Do your **HOMEWORK!**

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



A photograph of two men in business suits shaking hands. The man on the left is seen from the back, with his head bowed. The man on the right is seen from the side, looking down at the handshake. The background is a plain, light-colored wall. A semi-transparent orange rectangle is overlaid in the center of the image, containing white text.

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.

An overhead view of two people sitting at a white, angular table in a modern office setting. The person on the left is wearing a blue and white checkered shirt and is looking at a laptop. The person on the right is wearing a yellow shirt and is also looking at a laptop. There are various items on the table, including papers, a small model of a building, and a coffee cup. The background is a grey wall with a large white arrow pointing to the right.

Plan, Plan, Plan...

Need STRATEGIES
PROPOSALS
WHAT IFS
Propose COLLABOATIONS

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

