



Navigating Organizational Politics with Intentionality

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March 25, 2025



Overview

To equip you with essential knowledge, skills and insights to maximize your leadership potential so that you can inspire your team, expand your influence, mediate conflicts and manage change while navigating uncertainty and ambiguity.

Hard Realities Leaders Face



- Wear too many hats
- Manage up, down and across
- Imposter syndrome
- Constant pressure to deliver
- Revolving door and turnover
- Feel lonely and isolated
- Deal with burnout
- "Other duties as assigned"

Real Talk

- Office politics are a part of every organization
- Leadership is itself a political activity
- Making hard decisions is part of the job
- Your title does not make you a leader
- You are replaceable at work
- Feedback is a gift, even when it hurts
- Bad things can happen to good people

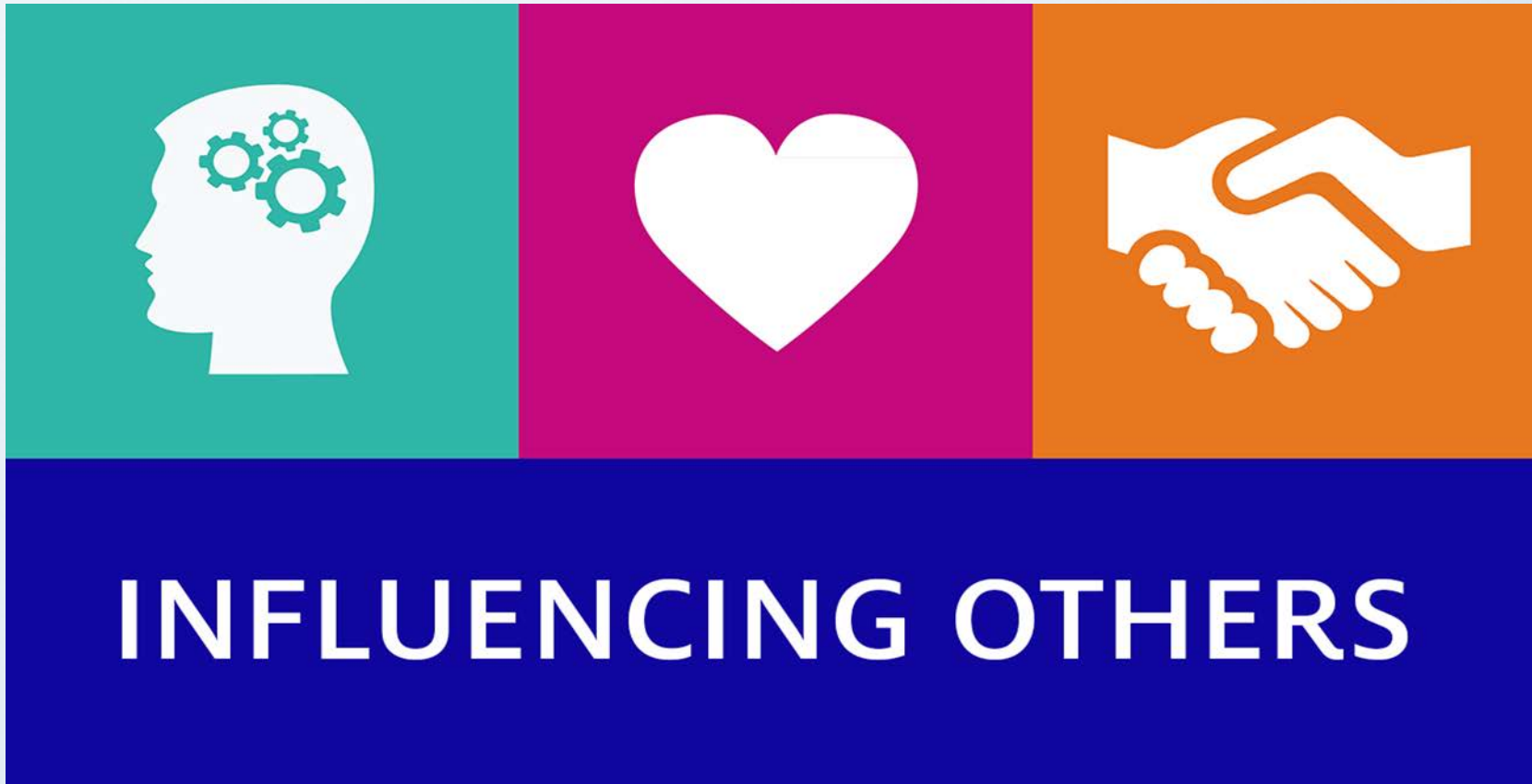


Political Acumen is a Superpower



- Understand the system that you work in
- Recognize organizational culture
- Scan your environment
- Observe workplace interactions
- Gain situational awareness
- Network and seek guidance
- Cultivate critical thinking skills
- Keep learning

The Ultimate Purpose of Leading?



Importance of Intentionality



- Consciously
- Deliberately
- Knowingly
- Purposefully
- Voluntarily
- Willfully

What Makes a Leader?

- Your values
- Your actions
- Your attitude
- Your behavior
- Your drive
- Your empathy
- Your example
- Your integrity
- Your team's respect



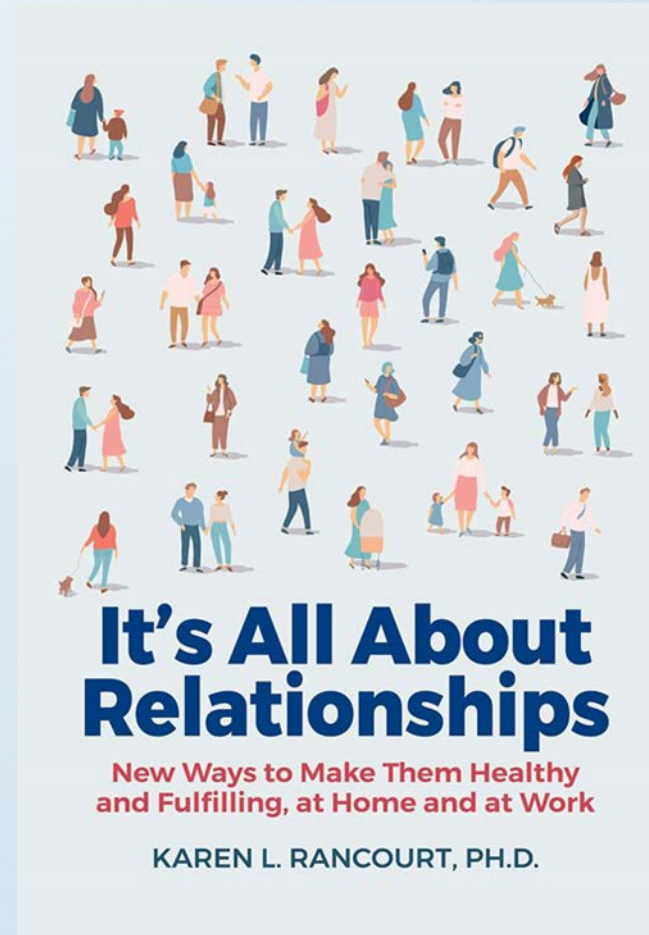
Ways to Be an Inspiring Leader

- Put your people first
- Trust your team
- Uplift every individual
- Communicate a clear vision
- Be confident but not arrogant
- Listen with empathy
- Ask for feedback and act on it
- Own your mistakes & learn from them



Relationships = Social & Political Capital

- Your students
- Your faculty
- Your department chairs
- Your classified staff
- Your Academic and Classified Senate leaders
- Your faculty and classified union leaders
- Your peer colleagues
- Your supervisor
- Your president/chancellor
- Your Board of Trustees



Discern Who You Can Absolutely Trust

Be very discreet with confidential information



Empathy is the Most Important Skill

Radiate positive relational energy



Leadership Pitfalls to Avoid



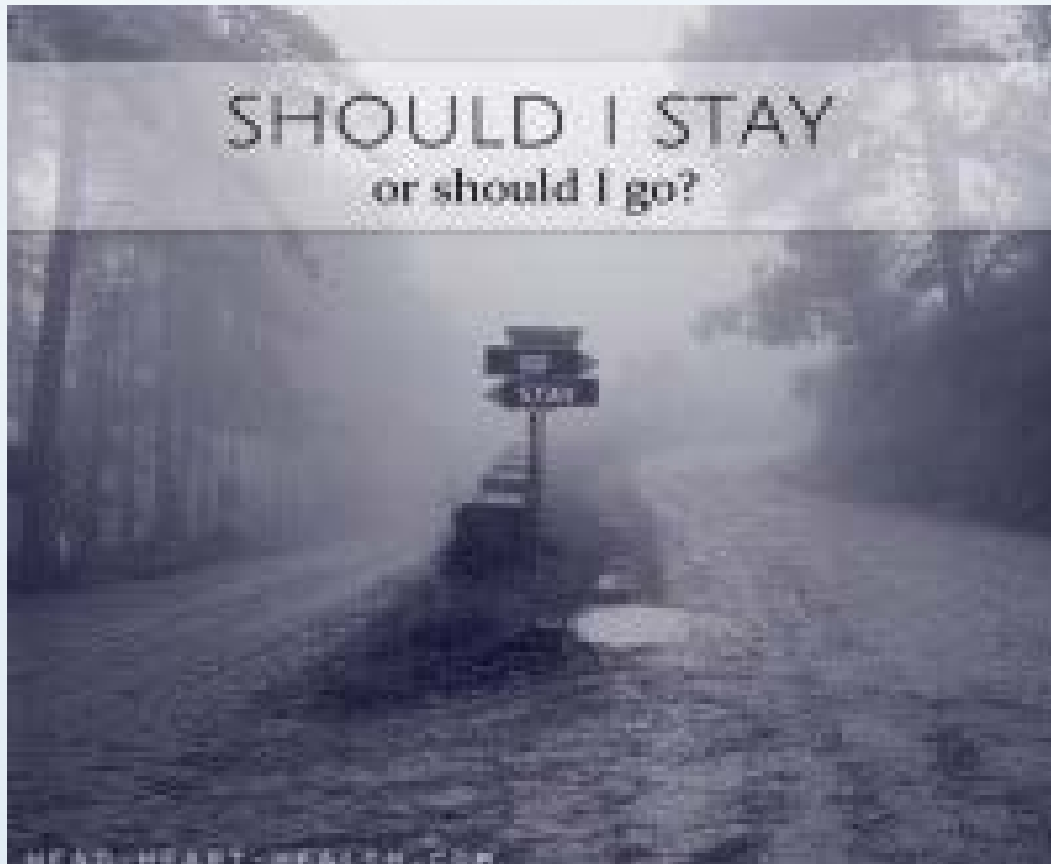
- Micromanaging
- Favoritism
- Sharing too much info
- Blurring boundaries
- Decision paralysis
- “Missing in action”
- Ego-driven choices
- Lacking accountability

Be Cautious

- Don't whine
- Don't be petty
- Don't make excuses after excuses
- Don't embarrass your supervisor
- Don't speak ill of your colleagues
- Don't be perceived as a threat
- Don't be a know-it-all



Know When to Stay and When to Go



- What **core values** matter the most?
- How is your **mental health** and self-care?
- What gives you **joy** at work?
- What are your top three **non-negotiables** at work?
- Are there **advancement opportunities** at your college/district?
- What would you **love to do more** of at work?
- How do you **measure success**?

Treat Your Career Like a Marathon

What is Your Long Game?



Questions?

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