

Chapter 1 : Book review: Office Politics, by Oliver James | South China Morning Post

Author James Oliver starts his assessment of office politics with the assertion that it is "absolutely unavoidable that people will find themselves in competition with one another." We will inevitably compete for limited resources - a limited bonus pool, the most interesting jobs, status, and much more.

In other words, political landscape is what defines relationships between colleagues at a given time. Drafting of this landscape begins with the leaders of the organization influencing the formal hierarchy; which defines the reporting structure and indicates the political setup of the organization as it was initially intended. Organizational hierarchies, each with its own unique political challenges, depend on many factors of the given organization. Said factors include organizational goals, size of the organization, number of resources available and the type of leaders within the organization. Political landscape will change as individuals are introduced into the organizational mix. During the process of working together an informal hierarchy is established. The main link between individuals on a political landscape is the access to-in addition to-the flow of information. This hierarchy can be identified by applying numerical values to relationships in proportion to how much two individuals rate and value one another. The sum value of these relating to an individual establishes the place on the hierarchy. Two or more people estimating relationships and merging results can produce more certain results. People quickly realize who the boss is, whom they depend on for valuable information, and who knows all the office gossip. It is very important to recognize where you fit in this landscape and what power and influence you have within the organization. However, the two are somewhat related. Office gossip is often used by an individual to place themselves at a point where they can control the flow of information, and therefore gain maximum advantage. The secretive nature of organizational politics differentiates it from public gossip and thus, may be more harmful to the organization. Both can cause one to doubt the intentions of co-workers, which creates a hostile work environment. Office politics also refers to the way co-workers act among each other. Employee interaction holds the potential to be either positive or negative i. Manipulation[edit] At the root of office politics is the issue of manipulation. Manipulation can be present in any relationship where one or more of the parties involved uses indirect means to achieve their goals. In the workplace, where resources are limited, individuals often have an incentive to achieve their goals at the expense of their colleagues. For example, if six people apply for one promotion, they might expect the selection to be made purely on merit. If one of the candidates were to believe that this would put them at a disadvantage, they may use other means of coercion or influence to put themselves into an advantageous position. When those who have fallen subject to the manipulation begin to talk to each other directlyâ€”or when other evidence comes to light such as financial resultsâ€”the manipulator will have an explanation ready but will already be planning their exit, as they are driven to stay in control, not to face a revelation which would expose their behavior. Aims[edit] The aims of office politics or manipulation in the workplace are not always increased pay or a promotion. Often, the goal may simply be greater power or control for its own end; or to discredit a competitor. Office politics do not necessarily stem from purely selfish gains. They can be a route towards corporate benefits, which give a leg up to the company as a whole, not just an individual. Issues[edit] Office politics is a major issue in business because the individuals who manipulate their working relationships consume time and resources for their own gain at the expense of the team or company. In addition to this problem, the practice of office politics can have an even more serious effect on major business processes such as strategy formation, budget setting, performance management, and leadership. This occurs because when individuals are playing office politics, it interferes with the information flow of a company. Information can be distorted, misdirected, or suppressed, in order to manipulate a situation for short-term personal gain. Mind games One way of analyzing office politics in more detail is to view it as a series of games. Interpersonal games are games that are played between peers for example the game of "No Bad News" where individuals suppress negative information, and the payoff is not risking upsetting someone ; leadership games are played between supervisor and employee for example the game of " Divide and Conquer " where the supervisor sets his employees against each other, with the payoff that none threatens his power base ; and budget games are

played with the resources of an organization for example the game of "Sandbagging" where individuals negotiate a low sales target, and the payoff is a bigger bonus. Building strong alliances will maximize the efficiency of the collective political radar and alert you before conflicts arise. In time of conflict, data-driven employees who rely on hard facts will have an easier time diffusing political conflicts. Always looking out for the best interests of your company is a certain way to ensure that your motivation will remain unquestioned. Witt, from the University of New Orleans, through his findings, believes that if supervisors were to mold employee values to match their own, it would protect employees from the negative effects of organizational politics and help improve their performance.

Chapter 2 : Office Politics Audiobook | Oliver James | theinnatdunvilla.com

The most eyebrow-raising thing you discover from Oliver James's new book is that somewhere out there, there's a guy who tried to get laid - and, the author seems to think, succeeded - by.

Office Politics Vermilion Hugh MacDonald Every morning there is an awful pause as the 21st-century office worker comes to the end of the second verse of the company song. This is caused, in part, because the third verse has been the victim of budget cuts and, secondly, because the assembled drones suddenly and communally contemplate the mystery of why they are at the bottom of the office food chain and wonder how they have been surpassed by lesser talents. The answer, according to clinical psychologist Oliver James, is that the upper reaches of the office jungle are inordinately populated by psychopaths, devotees of Machiavellianism and narcissists. Some are all three. James is almost forensic in his descriptions of these monsters and they are instantly recognisable with some of their traits carrying an echo that resonates uncomfortably close to home. The victims of awful bosses sometimes have similar traits to their abusers, though at a less heightened level. The good news is that "most toxic people do not rise" to the very top "because they are disliked and frequently not very good at their job". The bad news is that some do "with lamentable consequences for their colleagues". So how does a drone deal with the awful boss? The answer is simple when dealing with the psychopath. The only healthy strategy is one of complete avoidance, which might be difficult given their prevalence. James states there are , psychopaths in Britain and they are over-represented in top-level management. This makes the matter of avoidance somewhat tricky but there are ways to deal with those tainted with the teachings of Machiavelli or immersed in the self-absorption of narcissism. Firstly, no research has found a fail-safe method for dealing with an awful boss. Secondly, research shows the methods that work in some instances are hardly life-enhancing. There is more than an element of deception in some of the above. Indeed, James states bluntly: In my experience, these can be defined thus: However, this draws the reader into uncomfortable areas. The use of deceit, though, is toxic. This is never as stark as when James writes of the "appearance of sincerity" as one of his key skills. This reminds one of that peerless philosopher, the late Bob Monkhouse, who once said the key to success in showbusiness was in adopting the maxim from Jean Giraudoux, the dramatist and diplomat, who held that sincerity was essential. James and Monkhouse, an unlikely double act, have of course stated an unpleasant truth, but the dangers of its use by the employee on their emotional health are unexplored. Hunters for a stable psychological life would not tarry long in their quest for enlightenment in the world of showbusiness. But the most dark of all the observations of the author is his choice of a subtitle:

Chapter 3 : Workplace politics - Wikipedia

Loy Machedo's Book Review - Office Politics by Oliver James There are some books which I find easy to write reviews for. And then there are books like James Oliver's Office Politics where I have to keep thinking and wondering - while suffering a massive writer's block in the process.

Chapter 4 : Oliver James: Office Politics (Vermilion) | HeraldScotland

A fascinating exposé of office culture, in the style of the bestselling Affluenza, from popular psychologist Oliver theinnatdunvilla.com modern working world is a dangerous place, where game-playing, duplicity, and sheer malevolence are rife.

Chapter 5 : Office Politics, by Oliver James | Nudge

office politics oliver james Wed, 06 Feb GMT office politics oliver james pdf - Office Politics: How to Thrive in a World of Lying, Backstabbing and.

Chapter 6 : Office Politics (Audiobook) by Oliver James | theinnatdunvilla.com

Office Politics: How to thrive in a world of lying, backstabbing and dirty tricks - review The office is increasingly full of devious and manipulative co-workers, this book by Oliver James claims.

Chapter 7 : Office Politics by Oliver James - Penguin Books Australia

Office Politics will overthrow your perceptions of office life and set you on a new path to success. Oliver James trained and practised as a child clinical psychologist and, since , has worked as a writer, journalist and television documentary producer and presenter.

Chapter 8 : Office Politics: How to Thrive in a World of Lying, Backstabbing and Dirty Tricks by Oliver James

Office Politics: How to Thrive in a World of Lying, Backstabbing and Dirty Tricks, Oliver James, Vermilion, , , .. A fascinating exposé of office culture, in the.

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A fascinating exposé of office culture, in the style of the bestselling Affluenza, from popular psychologist Oliver James. The modern working world is a dangerous place, where game-playing, duplicity and sheer malevolence are rife.