

## John Farnbach Company Culture and Politics Presentation Notes

Three main issues to be discussed are:

- Politics
- Connections
- Corporate Culture

### Politics

- It's important to remember that all groups have politics, it is how decisions get made
- Politics affects who is consulted in a decision, as decisions are very rarely made in isolation
- How decisions are carried out are also affected by politics

### Connections (aka Networking)

- Gives you recognition among peers
- Creates opportunities that aren't available through other means
- Networking inside of a company is tricky for a number of reasons. It could result in being viewed as a social climber, which can actually hinder opportunities.
- It is important to remember to discuss strictly business and technical issues. Personal discussion is not appropriate for professional networking.
- Temporary assignments are a great way to network by meeting people outside of those you normally work with, and also to get a feel for different jobs. Temporary assignments are also a great way to connect with higher management

### Perceptions – an important part of networking

- Remember: not all self promotion is shameless!
- Think about peers, superiors, and subordinates perceptions when networking.
- Be aware of their perception.
- Always remember to respect other people's ego.
- If need be, practice damage control.
- Inside connections (networking with people from inside a particular company) are critical to managing perceptions.
- Outside connections can help you get inside (very useful for changing jobs!)

### Outside Connections (Networking with people who aren't working with you)

- Geographic separation amplifies problems.
- No informal conversations, strictly business and technical matters.
- Establish good communication with remote connections, which is 2/3 your responsibility!

### Company Culture

Not all company cultures are the same!

There are four different types:

- Collegial (emphasizing harmony)
- Competency (emphasizing skills)
- Consultative (emphasizing communication)
- Command and Control (very much like the military)

Different people for different cultures!

- Culture determines success and satisfaction
- Only CEO's set culture
- Adapt to culture if possible, change jobs if adaptation isn't possible

Tech vs. Management

- They promote people who get along
- Key difference is responsibility for others
- Management is defined by solving people problems, having political skills, and working with budgets and schedules.
- Managing is all about perception
- Flexibility is very important (be open to other roles!)