

Persuasion, Power, and Politics (Martin Schweinsberg, Ph.D.)

Course Description

Take this course to improve your persuasion, power, and politics skills, so you can maximize your impact, make a difference, and achieve your goals.

Some people seemingly succeed, get promoted, and make their mark easily and almost effortlessly. You might want what they have but don't quite know how they do this. You might think that these people are different from you and what they're doing isn't your style. Perhaps they are naturally confident and dominant in social situations, while you are more reserved.

This course is particularly suited for people who see themselves as 'nice and friendly', as not overly dominant, and who sometimes struggle with saying no.

This Course is for You if:

1. You want to have an impact and get things done. You recognize that becoming better at persuading others, developing power, and navigating organizational politics will help you make a difference.
2. You're usually not the loudest, most dominant person in the room, but want to maximize your impact. Are you sometimes awkward when trying to get your way, feel shy about what you want, are seen by others as 'nice and friendly' or struggle with saying no? This course is for you.
3. You already took a negotiations course, but want to go beyond formal negotiations and leverage the many social interactions and conversations you have throughout your day (*This course is for you, whether you already took a negotiations course or not, as it focuses on everyday social interactions and conversations*).

How You Will Learn

This course will help you have an impact and make a difference by improving your persuasion, power, and politics skills.

You can't go where you want to be without a map, and the land you have to navigate in organizations are the relationships with other people. Thus, the macro level of the course will help you understand the social landscape you're in. You will learn to:

- identify and analyze social structures in organizations.
- increase your perception of power and organizational dynamics, and
- give you a more accurate sense of the social landscape you're in.

Analyzing and understanding this social landscape, however, is not enough. You also need to become effective at building and maintaining a web of relationships that you can influence. The micro part of the course will help you cherish and master your daily conversations with colleagues and other stakeholders at the coffee machine, in meetings, or at the gym. You will learn:

- how to develop your personal persuasion style.
- how to forge pathways to power that work for you
- how your daily interactions can help you thrive in organizational politics.
- how stay true to yourself and preserve your values whilst you persuade others, gain power, and excel in organizational politics

The course is a mix of lecture, case studies, practical exercises, and self-reflection assignments.

Do Not Take This Course If:

This course is probably not for you if you are already confident in persuading others, growing your power, and navigating organizational politics.

You will probably also not find this course enjoyable if you are already attached to what might be described as a Machiavellian, ‘dark arts’ approach to persuasion, power, and politics. We will discuss when and why this approach works, but the course emphasizes the personal and social costs associated with it.

In contrast, the course highlights the advantages of a collaborative and sustainable approach to persuasion, power, and politics wherever feasible.

Learning Benefits

This course will help you have an impact and make a difference by helping you learn how to:

- Persuade others
- Understand and apply the psychology of influence in your relationships
- Develop pathways to power that work for you
- Thrive in organizational politics

You will also learn how to:

- Say no and protect what matters most to you
- Remain calm and composed when others try to persuade you

Evaluation

Grades will be assigned based on classroom participation, self-reflection essays due after the course ends, and potentially a group project to be presented during a course session.

Above all, this is a course about you and the relationships you’re in.