

NAVIGATE THE POLITICAL LANDSCAPE: A LEADERSHIP SCENARIO

BACKGROUND:

The commissioner has tasked you with taking over the rollout of a new process improvement initiative that will greatly improve the efficiency of every division. However, different divisions and teams have competing interests—some fear job redundancies, others feel their input hasn't been considered, and senior leaders expect quick implementation.

PART 1

Discuss how a savvy leader would **navigate concerns, communicate effectively, and secure buy-in.**

PART 2

Identifying the Key Challenges

- *What are the primary obstacles in this scenario?*
- *What happens if a leader ignores these concerns?*

Understanding Influence and Power Dynamics

- *Who holds the most influence in this scenario?*
- *Is formal power (title/authority) the same as influence here? Why or why not?*
- *What are some ways to identify informal power players?*

Strategies for Navigating Resistance & Securing Buy-In

- *What are some strategies a leader could use to address concerns and build trust?*
- *What happens if the leader only communicates with senior leadership and ignores frontline employees?*
- *What's the difference between just announcing a change vs. engaging people in the process?*

Communicating Effectively to Different Stakeholders

- *How should communication differ for senior leadership vs. frontline employees?*
- *What messages would resonate with each group?*
- *What are potential landmines to avoid in communication?*

INSIGHTS & REFLECTION

Write down your insights and takeaways.