

# Episode 62: What does organizational savvy mean?



Organizational savvy is a series of skills you should use to be more successful.

## 1. What is organizational savvy?

As people do, organizations also have emotions and behaviors.

The way people react to that behavior can affect your ability to influence them.

Being able to read and channel that emotion is having organizational savvy.

## 2. Why is this important?

Focus on how to adapt your style to the person you are trying to influence.

The same can be true at an organizational level and how you influence it.

People with poor organizational savvy tend to assume that organizations work the way they do.

To influence a whole organization requires you to tune into its psyche.

## 3. How do you get savvy?

Like most relationships the key is listening and observation.

As you start to watch for it, you will see it – you will notice the behavior.

It's important to understand your own style and leadership approach.

Then try and use that knowledge by suggesting things and looking at what happens.

## 4. Getting personal organizational savvy?

Many of us are not yet in places to influence whole organizations.

You should still use the skills by having a 'political antennae' and sense the room.

Process your environment and learn when to ask questions and not to.

Learn when to speak and not to. Learn when to push and when to push back.

**Bottom line:** Kenny Rogers sang “You got to know when to hold 'em, know when to fold 'em, know when to walk away and know when to run.” The same is true at work – that savvy could be the key to your success.