

## Political Astuteness – Self Development Checklist

### At Individual Manager Level

- 1. Maximise your learning from mistakes and crises – and from the example of other managers – by honing your skills of observation, reflection and questioning. Mistakes, if well handled, may teach valuable lessons.
- 2. Check if your political awareness skills are as good as you think they are. Encourage feedback from colleagues.
- 3. Seek the chance to observe, or play a part, in situations demanding political sensitivity; and then think analytically about how well you read people and situations.
- 4. Improve your strategic scanning skills – keep abreast of current thinking in the LG press and draw useful lessons from outside your usual network of contacts.

### At the Organisational Level

- 1. Analyse the key contexts in which the organisation operates and check to see if you are equipped with all the necessary political skills. Make sure you are prepared for any new political/organisational changes that emerge. Key managers should be exposed to these and all learning shared.
- 2. Consider developing political astuteness skills more systematically. This could involve managers at all levels, from team leaders up to senior executives. It might involve embedding a policy of moving managers around the organisation, exposing them to different cultures and practices and encouraging secondments in other organisations.
- 3. Develop a climate that tries to learn from mistakes and crises – a common means of gaining and honing political skills. Discussion groups - formal or informal could help foster political astuteness.
- 4. Create a system to mentor and coach less experienced managers.