



The Politics of Promotion: How High-Achieving Women Get Ahead and Stay Ahead

Bonnie Marcus

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Break into the power circle and build relationships that advance careers *The Politics of Promotion* offers women the tools and guidance they need to successfully navigate the realities of their organization, emphasizing the need to understand office politics to get the promotions and recognition they deserve. Written by Bonnie Marcus, a professional coach who focuses on helping women advance their careers, this book demonstrates the impact of relationships and sponsorship on career trajectory. Readers will learn why excellence and achievement aren't propulsion enough to get ahead, and how networking with power and intention can make all the difference in perception, reputation, and promotion. Far beyond the typical advice of "be assertive" and "embrace ambition," this book provides a unique and proven method for becoming a bigger player in the workplace and avoiding unexpected trip-ups that can add years to the climb--or end it for good.

Many women focus on performance, thinking that good work garners promotion. Too often, they're left outside of the circles of power and influence where decisions are made that affect their careers. *The Politics of Promotion* provides a framework for breaking into that circle, and taking control of one's own career path, specifically showing how to:

Navigate office politics successfully Build and nurture key relationships Get comfortable with self-promotion Avoid potentially disastrous "blindsides" Women who want to advance cannot afford to view politics as "dirty." It's the reality of the workplace, one that differs between organizations and fluctuates over time. Although being savvy about office politics is important for both genders, unconscious bias and stereotypes create special challenges for women. Learning to navigate these complex rules and customs is the key to professional recognition for women, fostering relationships that reach far beyond the next evaluation. Women looking to get ahead will find that the insights in *The Politics of Promotion* can help smooth the way.

The Politics of Promotion: How High-Achieving Women Get Ahead and Stay Ahead Details

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Sandra Long says

I highly recommend "The Politics of Promotion" written by Bonnie Marcus. It is filled with amazing examples and stories from real women, as well as pertinent statistics and facts. The author also shares insights and advice about workplace politics, networking, and the uneven playing field that women typically face. Every woman - and man - should read this book.

Jane says

You can't escape politics. Case closed. Or is it? In her book, Bonnie Marcus writes a convincing argument of why, despite the politics at work, women can navigate the landscape and advance to a career at the top of the organization. Bonnie says, "I wrote this book because I believe wholeheartedly that women must get savvy about workplace politics if they are serious about their careers." If your career is important to you, the tools in this book will show you how to create an amplified version of yourself while you get ahead and then stay ahead. Men who are in a supportive role to women will find this book a valuable resource for understanding and helping to prepare them.

Reading this book was like sitting down with the author and having a conversation about workplace dynamics. Bonnie weaves stories of women throughout the book that were easily relatable. From the point of introduction, we learn the backstories of women in high ranking positions who lost out on promotions or lost jobs because they weren't politically savvy. She says, workplaces are highly political environments where decisions are not based on performance alone. Hard work and performance are not the sole basis for advancement. Politics can be so powerful and overwhelming that even superstars cannot survive. Bonnie teaches women the "significance of self-promotion as a leadership skill and political tool. Readers learn savvy ways to communicate what you and your team have accomplished and how to sell your ideas across the organization to build political influence."

How politics and women fit into the workplace

Some essentials gleaned from this book are how definitions of political savvy, self-promotion, political skill, and political will differ from how we currently think of them. Political savvy is having a strong intuition, being observant, understanding relationships, building trust and influence, while knowing what to do in different social situations. Political skill is knowing how to act, react, and navigate but political will means you are willing to embrace politics enough to grasp how decisions are made and how culture affects decisions.

What is your impression of self-promotion? Chances are it has a negative connotation that's rooted in self-serving motives. In fact self-promotion is knowing what you've done and what your team has done, keeping track of performance, creating visibility and credibility so you are ready to communicate your value proposition to others.

Marcus assures her readers that political skill and savvy can be learned. In fact, she includes a self-test comprised of 15 various questions where women can rate themselves. Here's one of those assessment questions: I network to build allies and champions across the organization. On a scale of 1 (almost never) to 5 (almost always) how do you rate?

From here, Bonnie Marcus, presents some reliable tools to help relate these truths and infuse them into practice. Let's look at how she introduces the Mirror, the Magnifying glass, the Pass Go & Collect \$200 Card and finally the Get Out of Jail Free Card.

As with all book reviews, there is little more substance here than scratching the surface. Learning from the excellent content is possible only if you read the book. Bonnie Marcus ends her book this way.

"You now have the tools you need - the Mirror, the Magnifying Glass, the Pass Go & Collect \$200 Card, the Get Out of Jail Free Card, and the GPS – to develop your political savvy and get ahead. Use the tools and practice, practice, practice. Do the work and you will succeed!

I was given a copy of this book.

K. says

I won a free copy from the Goodreads First Reads Giveaway Program and think that it interesting. I would recommend it to everyone.

April Sarah says

The reading of this book coincided with some weird things happening at work and for that I am glad.

Bonnie Marcus wonderfully writes out how an awareness of the work place dynamic is a very powerful tool. When watched and understood, great things happen when the right intention is used.

There were parts in her narrative that my brain wanted to just moved on because the point was already made clear to me but still this was a read I would recommend to any women think about her career and any man who wants to help us all to lean in.

Lisa Kosak says

"Workplaces are highly political environments where decisions about who gets ahead, who gets more compensation, and who gets access to scarce resources are not based on performance alone. Our naive assumption that our performance will guarantee a successful career is a dangerous one" - Bonnie Marcus

Does this quote resonate with you? Have you been burned or blindsided in your career? Unexpectedly and out of the blue? I have and it hurts. Women in particular learn at a young age that if we work hard and do all the right "things" that we will come out on top and win. Hard work, dedication, focus, and brains just aren't enough to bring success. It's "playing the game", "schmoozing", "networking" that are the keys.

If you have been frustrated and burned in your growth in your career you really need some guidance. I discovered a guide to help you form a new outlook on your growth. Bonnie Marcus's new book The Politics Of Promotion How High-Achieving Women Get Ahead and Stay Ahead is your protection for growing and

not "getting burned"

Whether we like it or not, politics are everywhere. We can't escape them and if you can't beat them you will need to join them. For far too long women have been blindsided in the workplace by politics. We are left out of the boys club and feel that if we perform, our work will be noticed and rewarded. We lack confidence and won't toot our own horn. We fail to see signs of unrest because we have blinders on. We are left out of power decisions and meetings. In short we have a "political skills deficiency". You can work your tail off and do everything perfectly and it may not be enough. Others will pass you by and be promoted. Your career and salary will be stagnant. Whether you like it or not, you need to embrace politics to not only protect yourself from getting burned but to grow in your career and help your team to do so as well.

You need to develop "political will" which is a willingness to embrace politics and see office politics as "collaborative competition" Work place politics doesn't need to be a dirty job. We need to re frame politics and see it as a way to be subtle and behind the scenes in building strong relationships of trust and influence. Politics doesn't have to be self serving. It can be used to serve others. This notion is what really hooked me in Bonnie's book.

Bonnie effectively shows us how women can't afford to ignore the political landscape. She clearly lays out the consequences of remaining out of the ring. We need to jump in and play because no one can protect us better than ourselves. We need to let others know about our achievements. We need to be at the table with our male counterparts. That means being aware of what is going on around us and building relationships to further our growth. We also need to protect ourselves as we stumble through office politics. Bonnie introduces us to the 4 stages of being politically savvy. Each stage represents a level of political growth and awareness. To help you to find where you are, Bonnie offers a political skills assessment. Hint: you don't want to be a "Naive Nancy"!

Once you have an understanding of where you stand in the political landscape Bonnie reveals her Political Toolkit to help foster your political skills and maintain your place at the table.

Here's the Political Toolkit to bring with you to work every day:

- Mirror: You need to do some honest self reflection to really find what your personal value proposition is. Toot your own horn and self promote. No one else will!
- Magnifying Glass: Look closely at your work environment and really observe all of the dynamics and players. Look beyond your organization chart. Who has the power? Who really makes decisions? Watch the power, the rules, and monitor the culture.
- Pass Go and Collect \$200 Card: This is all about strategic networking and is your "card". It will position you to win as well as protect you. Networking is valuable for gathering information as well as building relationships. You never know when you will need to play your card.
- The Get Out of Jail Free Card: This card is a sponsor. You really need to seek out a sponsor in your organization that will protect and promote you to others. The sponsor paves the way for opportunities. They help you find opportunities and are vested in you.
- The GPS: The GPS is executive coaching. You need some help to find your way through landmines and to continue to strive for success. A coach is your partner and will give you continuous advice as you grow. They help with goal focus and keep you accountable. The coach is your key to remaining consistent and on track. You will be lost without one.

Bonnie's toolkit really help me to understand what I need to do to remain relevant and continue down my path to growth. It's not enough to achieve success though. You need to keep your tools sharp and utilize them

regularly to stay relevant and grow. Once you reach your "top" it's very easy to become complacent and before you know it you may become an "outsider". This is when you really have to get those tools out and get busy.

I really enjoyed *The Politics Of Promotion* and highly recommend it to women at all stages of their career. Bonnie clearly shares the realities of what most of us have experienced such as losing a promotion, making a lower salary, stunted career growth. She easily won me over to recognizing that I am stunting my own growth by ignoring office politics. Moreover, I am only opening myself up to getting "burned" by pretending that I don't need to play.

Bonnie inspired me to jump into the ring of politics by detailing how becoming politically savvy can not only benefit me but others. Those who build strong relationships, build trust, are authentic and genuine leaders in this area can really have an impact and move others with them. I have always thought of office politics as a dirty game but this book changed all that.

I thoroughly enjoyed the real life "political" stories of successful women that *The Politics Of Promotion* shares with us. It's reassuring and uplifting to hear about some strong successful women who were fired or passed up for opportunities because they remained on the "outside" of office politics. Marcus effectively brings us on a journey that illustrates how "playing the game" can be an empowering and growing ride. Politics isn't just about you - it's about everyone. As a leader you can't afford to stand back and watch success pass you or your people by. Protect yourself and your teams by building relationships and using your toolkit every day!

The Politics of Promotion How High-Achieving Women Get Ahead and Stay Ahead needs to be in every woman's toolbox for success. In order to build you need tools. In order to grow you need support. Check out Bonnie Marcus's book at Amazon and don't get "burned"!

John E. Smith says

Bonnie Marcus is one "Can-Do" woman ...

This book is a primer for women (and men) about how to navigate the modern workplace politics that no amount of education or training can prepare you to deal with. I wish two things: 1) I had read this book when I was a whippersnapper, and 2) I hope that men will read this book, even though it is primarily aimed at women, because the learning is applicable to either.

One strong point: Marcus clearly delineates the issue with strong women's words and behavior in the workplace being perceived by others differently than strong men's words and behavior. This is a perception problem that belongs not to the actor, but to the perceiver.

One minor quibble: sometimes it seemed that men were being portrayed as either on the inside keeping others out or rather clueless. Such a clear distinction between the genders with regard to behavior does not exist in my experience. I think most of us are just trying to get along and our behavior usually reflects what we have been exposed to on the journey ... until we learn a more effective way. Bonnie's book does this in fine fashion, with easy to read and short sections, woven into a strong roadway for the workplace.

All in all, a fine addition to the growing library of books which speak to one of the most underused assets in the corporate world - women leaders.

Nicholas says

Goodreads win. Will read and review once received.

I really enjoyed this book and would recommend it to any person. The author really explains the subject very well in this book. The writing was very good. The information I read about were some things I never knew about. A decent read.

Coleen says

When I first started this book, I thought that every employed woman should read it! Then I thought that every woman who would work ever anytime anywhere should read it! As I went along, however, I realized that some women might not care about getting ahead and staying ahead. And the material could possibly be too involved for others. But still, my thoughts were for women to read this book. The ideas are good ones: mentors, coaching, sponsors, self-promotion and networking, to name just a few. The book is a worthwhile read which takes time to assimilate, but provides such good advice that women can learn much from the material.

I won this book from a Goodread's giveaway.
