Are you frustrated with constant political backering at your club? Here’s David Bancroft-Turner with a realistic and hard-hitting view on how to manage it all of getting to the same end point. I don’t find it helpful to argue which is right and which is wrong. We will just end up arguing. The key question is: DO YOU KNOW WHICH ONE IS HAPPENING AT YOUR CLUB? In fact - are you aware of how your Club really works? Not how it says it works, but how it REALLY works. This is the art, science and process of managing Club politics. And you know what? If you don’t manage the Club politics, they will manage you. And do you know what that means? You will be sidelined, left out of decisions, ignored, your ability to influence reduced, your power to bring about change deflated, and your voice a quiet whisper in the vocal morass that is your Club. What this means in practice is; depending on how other people go about their business you will need to use different skills and behaviours to make sure you are not a victim of however they go about their decision making. So – are you convinced yet that you need to be on top of your Club politics? I wasn’t, until something happened to me working in my first job - in a bank (yes, I know, I know, I used to be proud of this until some idiosyncratic suite started ruining the whole industry. Anyway, back to the story). My good friend Neil and I had joined the bank on the same day, on the same grade, on the same employment scheme. After a promising start! I thought I was doing quite well and seven months into my new job Neil was promoted, walking into the office with his letter, proudly showing it to anybody who would listen and talking about what he was going to do with his pay rise. “Congratulations, well done, fantastic news” I said. Inside I was in turmoil. How did he manage that? I’m better than him, aren’t I? What’s my letter? Two days later I found myself at the coffee machine with the Admin Manager and raised the subject. In that very British apologetic way (!) he said “Well, if you had spoken up about the good work you have been doing, like Neil, perhaps the big boss would have recommended you as well for that promotion”. “What do you mean” I thought, “doesn’t my work speak for itself?” Obviously not! The next day I accidentally bumped into the big boss (actually I had waited outside for over 5 minutes waiting for him to turn up and then accidentally bumped into him), he asked me to join him for lunch which gave me the opportunity to tell him how brilliant I was (in that British way again of course). Skilful or manipulative? – Your choice! The point being I was relying on the formal processes in the organisation to look after me when actually it was the informal processes that I needed to learn and to make sure I am tapped into as much as possible. That was my first lesson about politics – do not rely on what they tell you are the processes for making decisions – the real way your organisation works is via the informal processes. So, less of the banter and me, let’s get back to you and your Club. Take a look at the questions listed below: 1. Are you clear on how decisions really get made in your Club? 2. Do you know how information flows in and out of the Club? 3. Are you connected with the people who have access to the power in the Club? 4. Are you aware of the key people in your Club and what their REAL agendas are? 5. Are you able to fit your approach depending on who you are dealing with? 6. Do you know what to say to who? 7. Are you able to make a bad situation look as if it can be improved, or do you see the downside in everything? 8. Do you take time out to be really interested in what is important for other people? 9. Do you make the agenda of your boss, your agenda? 10. Do you really believe that the politics need to be managed?”

**You and your Club...**

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**“Golf Clubs are like any other formalised groups of human beings – where there are three or more gathered together, thou shalt have politics”**

- **Think back on times that have gone well and not so well – what can you learn from them?**
- **Learn the four different personality preferences that exist and practice saying the same thing in different ways**
- **Practice managing the key political skill of ‘Time and Place’.**
- **Learn to talk about yourself and your colleagues in the positive.**
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**about the author**

**David Bancroft-Turner**

David Bancroft-Turner has worked with British for many years. He is a trainer and keynote speaker with organisations such as Bank of Scotland, Royal Bank of Scotland, NatWest and has presented to some of the world’s leading areas of influencing for 15 years and has worked in the golf industry for many years. He is the author of several books and has presented to many golf clubs of all sizes. He is also a trainer and keynote speaker with organisations such as Bank of Scotland, Royal Bank of Scotland, NatWest and has presented to many golf clubs of all sizes. He is also a trainer and keynote speaker with organisations such as Bank of Scotland, Royal Bank of Scotland, NatWest and has presented to many golf clubs of all sizes.
Golf club politics

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Golf Club politics - surely there aren’t any? Members come together to enjoy and share the game that they all love, isn’t it? Members come and hard-hitting view

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So, less of bickering and me, let’s get back to you and your Club. Take a look at the questions inert last. Any answer which is ‘No’ to any question gives you a plan of action. An answer of ‘No’ to question 10 means you have no hope. If you have a plan of action that politics need to be managed, there is nothing I can do for you. Apart from giving you any respect for making a decision that is going to be really tough for you and your career in the future. But hey, good luck! If you’ve decided that you need to become more involved in Club politics then the question is what do you do next? Here are some ideas for you to think about:

- Find out from colleagues, members and trusted friends which people have power in your Club and develop excuses to connect with them (connect is trainer speak for talk to them, listen to them, have a chat, find out what is on their mind etc)
- Ask your boss about his or her agenda and what they really want out of working at the Club

All networks (meet, talk, bump into, have a chat, whatever you want to call it) with people that you don’t know. Introduce yourself and be interested in what they think about the Club

- Leans the four different personality preferences that exist and practice saying the same thing in four different ways.

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