

## Supervision and Leadership Speaker Series Fall 2017

Friday, September 29, 2017 2:00 – 3:30 pm

Andy's Place AH 100



### ***“Welcome to the Dark Side...of Organizational Politics”***

**By Dr. Jocelyn Wiltshire**

Organizational politics occur within a workplace when employees engage in self-serving behaviour that may be either consist with, or at the expense of others' interests. There has been debate over the nature of organizational politics, and an emerging perspective is that there are both positive and negative – functional and dysfunctional – aspects of this behaviour. During this interactive talk, we will step over to the “dark side” and explore the *dysfunctional* side of organizational politics. When we perceive our workplace to be political, how does this impact our attitudes and behaviours? What types of individuals are most effective at using manipulation tactics to get ahead in the workplace, and can we accurately detect these behaviours among our colleagues? We will also take a practical look at some of the best practices for reducing harmful political behaviour at work.

#### ***About the presenter:***

Dr. Jocelyn Wiltshire is an Assistant Professor in the Faculty of Management at the University of Lethbridge Calgary Campus. She is in the Human Resource Management and Organizational Studies Area, and comes from a psychology background with a MSc and PhD in Industrial-Organizational Psychology from the University of Calgary. Jocelyn's research is focused around the “darker side” of the workplace, which is founded from her interest in manipulative and deceptive personalities. Her current program of research is focused around organizational politics and interpersonal influence tactics. Collaborating with leading researchers in this field, the findings from her work have been published in peer-reviewed scientific journals, have been presented at international conferences, and have also received attention from local and national news outlets.

**Please RSVP by September 22, 2017** to Human Resources at [human.resources@uleth.ca](mailto:human.resources@uleth.ca)

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