

This book offers new insights on functional politics at the workplace. It identifies multiple factors that affect the workplace and suggests practical strategies for employees and managers. The author, Dr Mary Mugo, an emerging authority in Business Administration in East African region, has diverse experience in training, coaching, research and marketing. It is the third title on her published title beside; 'The Winning Strategy: How to use Strategic plans to Build Effective Organization and Growing Business Empire;' and 'How to Effectively Manage Leadership Succession for Organizational Growth.'

Through her new book, Dr Mugo aims to inspire workplaces, workgroups, other business organizations to embrace practical solutions to harness positive synergy for maximum productivity. To achieve this, Dr Mugo adopts testimonials from first-hand experience, and direct narration that calls the reader's attention to contemporary workplace behavior. In Mugo's signature coaching style, the reader is guided to desired workplace behavior.

Dr Mugo has divided the book into key workplace issues, among them Power & Politics; Gossip & Cynism, Bullying, Harassment, Toxicity Manipulation and Impression Management. In the final part, 'Responsibility and Empowerment' the reader will find relevant application. The author emphasizes that an individual can circumvent negative workplace environment to thrive.

The author dissects the sources of power, types of power, and factors influencing political behavior such as individual or organizational. For example, she argues that depending on how it's exerted, power can be a facilitator or inhibitor of performance adding that; "a good manager should have a high need for power and a concern to influence people positively."

The book provides answers to questions such as what happens when employees engage in negative politics, how one can separate gossip from information and how one shuns toxic attitudes at the workplace. In a nutshell, the author manages to help her readers to value all issues as they present potential and opportunities to navigate the workplace. Though these issues are unavoidable, one must engage in functional politics in the workplace. Some of the outcomes of the book include improved leadership, integrity as well as corporate governance.

The book is highly recommended across all disciplines from Business Management to Communication. Dr Mugo has managed to, once again, make timely homegrown contribution in the area of workplace management, which has been overlying on authors from the elsewhere.

Teachers, managers, employees, researchers, trainers or anyone who wants to get inspired to upscale their workplace for the 21<sup>st</sup> century will find this masterpiece worthwhile.