

### **What is Silo busting and effectiveness?**

Isolation, Lack of trust due to feeling like internal competitors, Different goals, culture and incentives and silo mentality make us not to share information to other departments. This type of mentality will reduce efficiency in the overall operation, reduce morale, and may intrude the productive company culture. Silo busting is today's must have leadership skill and leaders must build inter-departmental trust, foster collaboration, and break out of "my department" into "our organization".

### **Benefits of Silo busting and effectiveness**

By silo busting and initiating inter-departmental collaborative culture, you could

- get the resources and buy-in
- deliver better results
- influence organization's collaborative culture.

### **How to break down the barriers of silo mentality**

*Step 1: Identify key players and stakeholders*

- How are they perceived in org.?
- Who has personal power over them?
- Personality issues?

*Step 2: Involve - Cross functional meetings to collaborate*

- Establish opportunities for "Empathy".
- Let people know that you value their input.
- Explore an ally higher up who will sanction your work.

*Step 3: Facilitate - a negotiator's mindset*

- Find a common ground.
- Agree the value for you and me.
- Focus on personal power rather than positional power unless necessary.

*Step 4: Communicate – Persuade with incentives.*

- Fulfilling Performance goals
- Tangible incentives like material help, budget improvement or valuable information.
- Intangible incentives like pride, status or respect.
- Representing as strategic initiatives

***Ref: HBR Managers' Handbook***