

Breaking Silos; Bridging Knowledge

By

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The force of silos



- Accountability and Responsibility
- Sense of Independence
- Pride and Ownership
- Areas of Expertise

The organizational silos



- Priorities are unclear/not aligned
- Poor communication/information
- Lack of coherence/decision making

Breaking the silos



Critical distinction:

- Not about destroying the silos themselves
- Eliminating the problems silos cause

Bridging silos

- Cooperation
- Communication
- Collaboration



*(Ground breaking...
I know)*

Working across silos



- Harder than we want it to be
- Stronger than us; or so it feels
- Competing & Compromising

Break the silos barrier



Shared (between silos)

- Knowledge
- Focus
- Control

It starts with you



- We all want to shine and get an “A”
- The problem starts when you getting an “A” means the other person needs to get a “B”

It starts with you

The shift in attitude

In a learning organization

“I am getting an “A”
only if you are getting
an “A” too”

How can we make it happen?

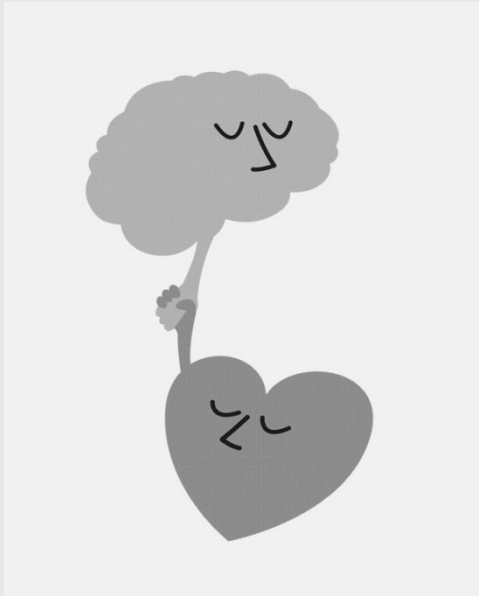


It starts with you (tips)



- Don't rationalize the lack of cooperation
- Don't let your ego get in the way
- Don't underestimate the history

It starts with you (tips)



- Work on your self-compassion
- Share your knowledge
- Reach out to others
- Propose solutions

It starts with you (tips)

Read:

- Brené Brown

Vulnerability-Perfectionism

- Lois P. Frankel

Nice girls (still) don't get the corner office

- Marcum and Smith

Economics- Ego and leadership

- Kristin Neff

Self-compassion



It starts with you (tips)

- Knowledge is key

The more you know, the more you will grow

- Communication is essential

If you are not telling your story, others will

- Competing/Compromising hurt

Collaboration and cooperation heal

- Change is an act of courage

Lead by modelling- Understand that it takes time



Thank you

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