

Minimizing the Impact of Organizational Silos

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SCHOOL

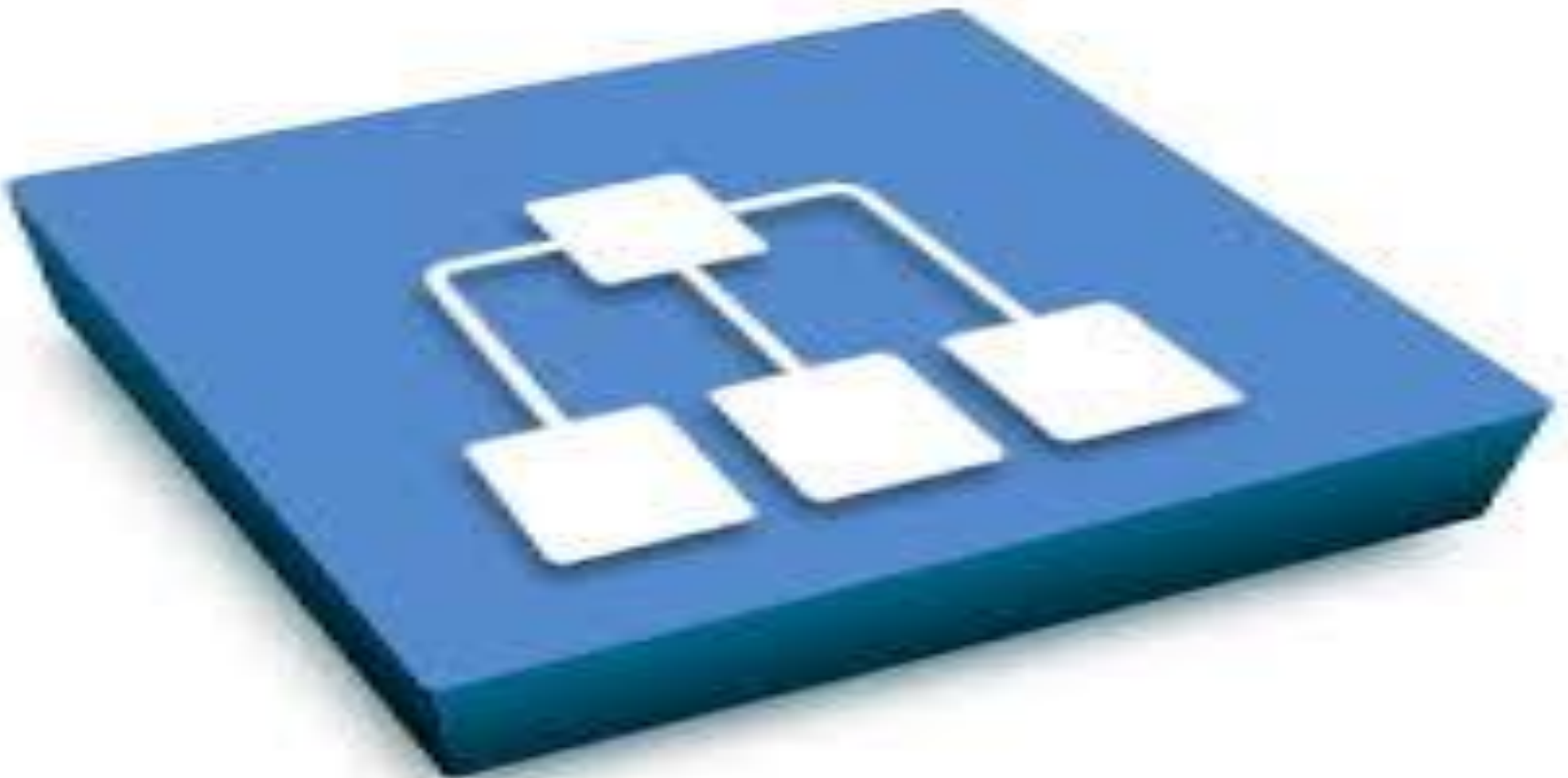
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ONE WAY

30-Minute Map

- Three Stories
- Three Questions
- Three Takeaways

1. Department Warfare



2. A Slice of the Pie



3. The Sales Guy



“I don’t need to actually win this project. My bonus is based on projects I propose on. That’s why I chase CoMET projects – bigger dollars. I already know my average win rate, I just need to propose on more projects.”

The Sales Guy



Three Questions

1. What prevents you from doing your job?
2. What do I expect from people?
3. Why?

Three Takeaways

- P&L reports should be as high as possible in the organization
- Incentivize behavior that you want repeated
- Find a common goal people can rally around

