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Getting Others To Do What You Want

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15 Common Causes of Communication Silos Checklist

PwC's global survey indicates that 55% of companies have siloed teams. Chances are good your organization faces more than one of these:

1. ***Loyal to area rather than company*** (do they even know the organization mission and values?)
2. ***Us versus them mentality*** (are other departments seen as rivals for resources?)
3. ***Geographic distance*** (are they in another time zone or country?)
4. ***Different physical spaces*** (are some of them more coveted than others?)
5. ***Management styles*** (is one leader is hands-off and another very controlling?)
6. ***Security issues*** (how safe do people feel about raising risky topics?)
7. ***Management priorities and the cultures they support*** (is one area focused on bonuses and another on customer satisfaction?
8. ***Multiple systems and platforms*** (do they all communicate so information is transparent and shared equally?)
9. ***Policies and procedures*** (are these uniformly implemented throughout the organization?)
10. ***Size*** (do the larger areas get more resources whether or not they're productive?)
11. ***Approach to promotions and bonuses*** (are these more subjective or objective?)
12. ***Philosophy on sharing information*** (are people outside of an area informed about the progress in another?)
13. ***Willingness to trust*** (are others welcomed or viewed with suspicion?)
14. ***Open mindedness*** (are new ideas given a fair shake or has "we've always done it this way" become entrenched?)
15. ***Cooperation*** (how willing is one group to communicate and work with another?)

As a leader, now that you've reviewed these, answer two key questions:

- ***Why are we doing things this way?***
- ***What can I do to lead a unified organization?***