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  Getting Others To Do What You Want

LF
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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?*