



Breaking Down Departmental Silos

- Mike Boyd, Eagle Grove City Administrator



Departmental Silos

- **Silo Mentality:** An attitude found in some organizations that occurs when several departments or groups do not care to share information with other individuals in the same company.
- This mentality reduces efficiency and can be a contributing factor to a failing company culture.

Departmental Silos

- What is the biggest problem between departments in your organization?
 - Lack of understanding?
 - Miscommunication?
 - Tension/Frustration?



Ways To Break These Silos

Educate

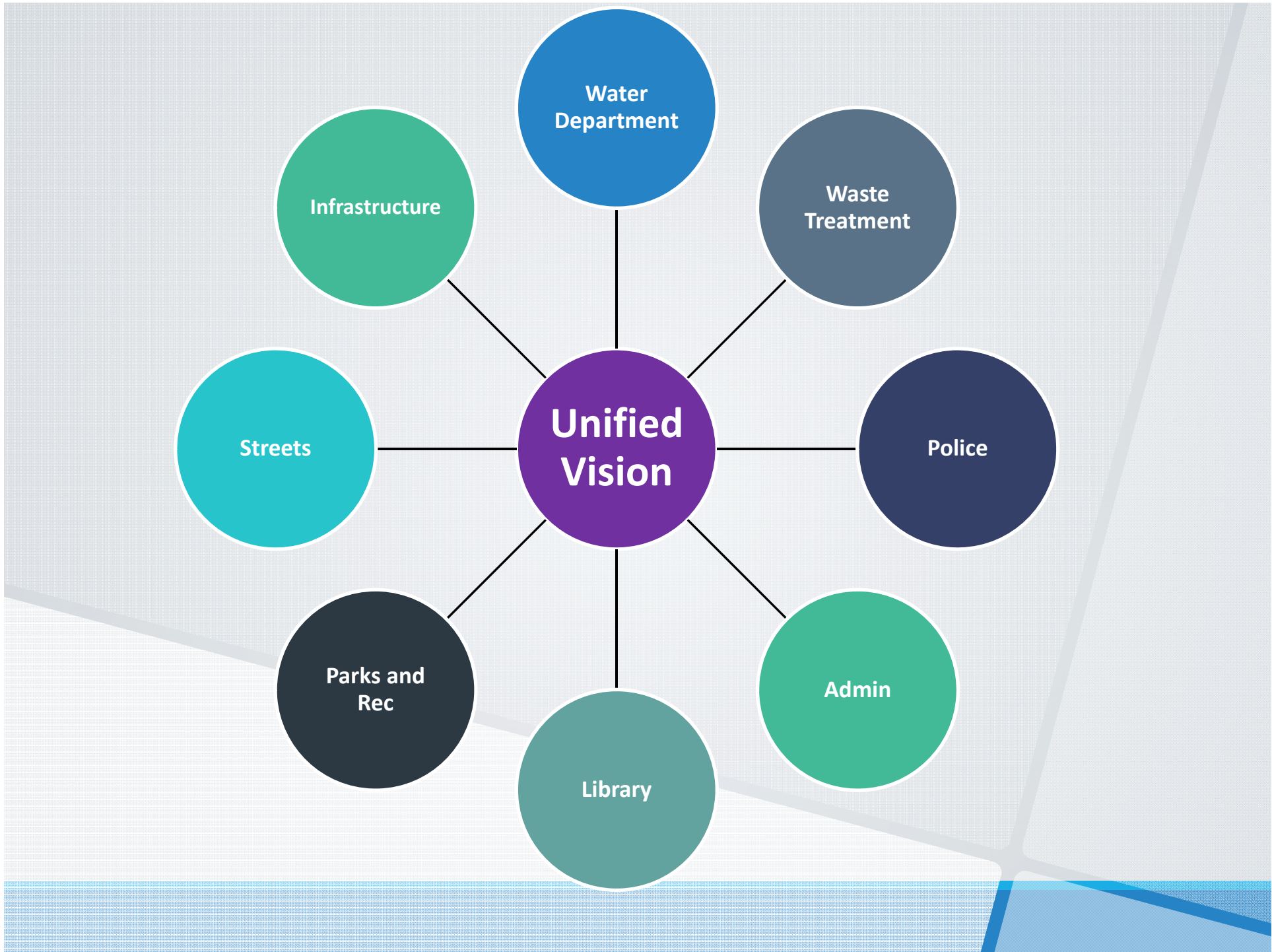
- Have a leader from each department give a 3-5 minute update in an all-staff meeting. The update should include:
 - An overview of that departments goals
 - Current projects
 - Challenges they are facing
 - How other departments can help

Point Out Interdependencies

- We need each other to succeed and to serve the organization with excellence. Sometimes we need a reminder.
- *Ex: Accounting can't provide accurate financial reports to senior leadership without the right documentation from each department.*

Common Goals

- It is important to understand the unified vision of the organization.
- Even if another department is driving you nuts, pause and consider the larger goal.



**Water
Department**

Infrastructure

**Waste
Treatment**

Streets

**Unified
Vision**

Police

**Parks and
Rec**

Admin

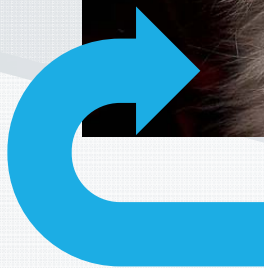
Library

Ask Questions

- When starting a new project, ask yourself:
 - “Who will this impact and which departments should I involve?”

Set the Tone

- Especially if you lead a department – never speak poorly of another department in front of your team.
- If there is an issue, go directly to the leader of the department to address the concern.

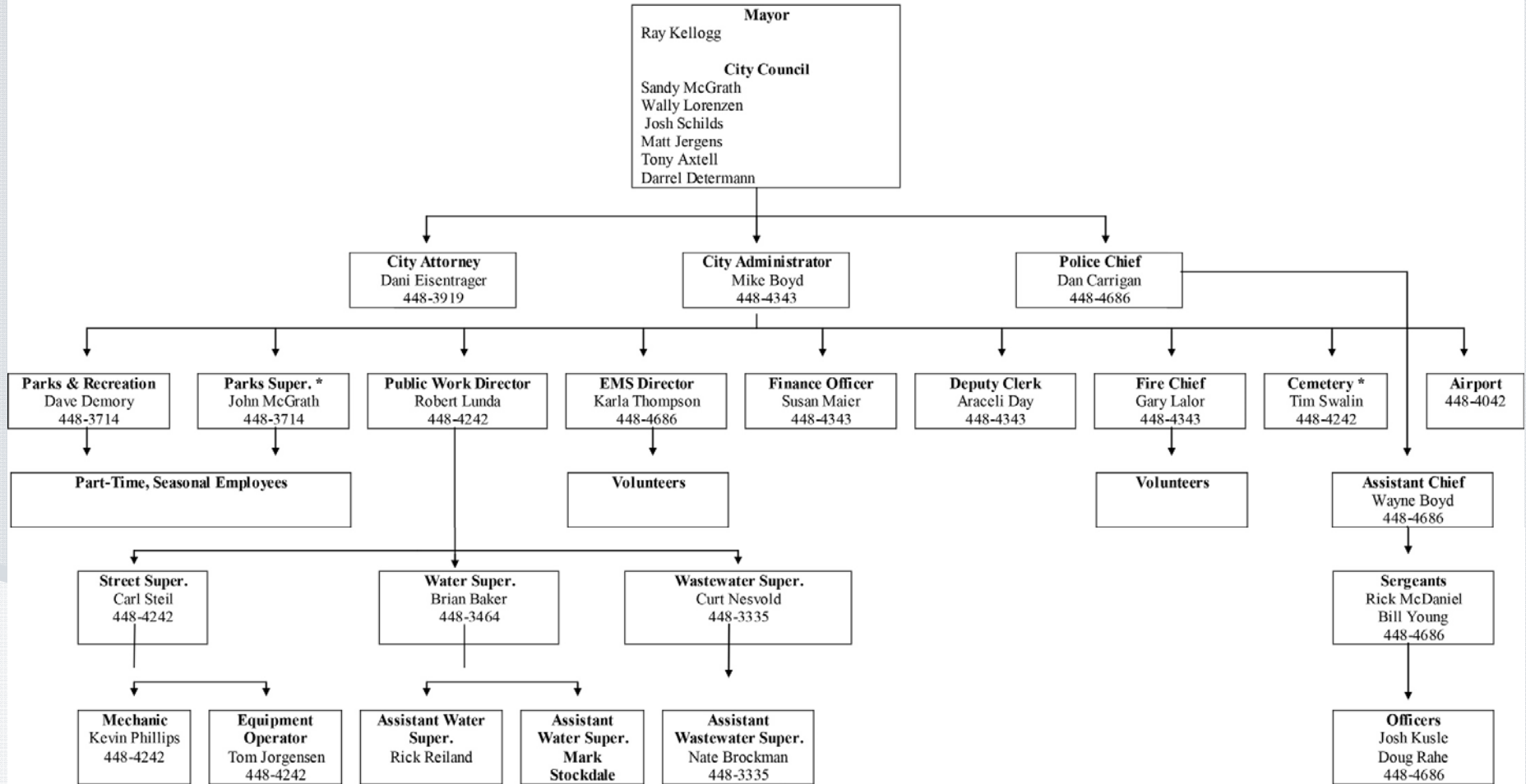


Don't be this guy

Go out to Lunch

- Head out to lunch with a few members of other departments and get to know each other.
- Encourage others to do the same. Focus on developing great friendships.

CITY OF EAGLE GROVE – TABLE OF ORGANIZATION



* Works for the Street Department November through March

“Individual talents get magnified many times over through the collective lens of an effective team.”

Dalal Haldeman



Irish Blessing

May the road rise up to meet you.

May the wind be always at your back.

May the sun shine warm upon your face;

The rains fall soft upon your fields and until we meet again,

may God hold you in the palm of His hand.

