

# Breaking Down Silos to Effective Collaboration

Live Audio Conference

July 17, 2013 • 1:00 PM – 2:30 PM EST



Managers and executives will discover when silos are real and worthy of respect, and which ones can be broken down to mutual benefit and improved results. The less we isolate ourselves from otherwise competent collaboration partners, the more we tend to benefit. The advantages of skillful two heads are better than one approaches include avoiding costly mistakes, better quality (we all have blind spots, that others can usually see, if we're open to it), and job satisfaction. Once overlooked opportunities to cooperate and innovate lead to solutions that may have been missed entirely for lack of the perspective of others. On the softer side, breaking down silos also delivers a greater sense of contribution, belonging, self worth, autonomy and enjoyment.

## Overview

### What Are the Silos That Get in the Way of Collaboration With Others?

### Why Collaborate Anyway?

### When Not to Collaborate?

- Discussion Topic 1: How About When You Don't Trust the Other Party?
  - Redefinition of Trust as Being Able to Predict Their Behavior
  - Consumer Protection Warning: Do Not Make Agreements When the Other Party Is Not Competent (See the 7 C's Article – 3 C's Are About You, 4 Are About Successful Agreements)
- Discussion Topic 2: But What About Collaborating With Competitors? Is That Ever a Good Idea?
  - Thus, Avoid Collaboration: When the Task at Hand Does Not Deserve It; There Is a Need for Confidentiality or Privacy; and In a True Emergency

### What Does It Mean to Effectively Collaborate?

- What Are Some Examples of Ineffective or Unproductive Collaboration?
- How Do We Know When Collaboration Is Working?
- What Makes Collaboration Possible and Productive in Your Workplace?

### What Can Be Done to Break Down the Silos That Needlessly Restrict Our Collaboration With Others?

Collaborative Leadership and Culture Change – the Removal of Structural Disincentives

Dealing With Undiscussables (Organizational Defensive Loops)

What Will You Do Monday Morning?

## Daniel Robin

Daniel Robin & Associates

- Consulting, coaching and teaching work emphasizes tools for collaboration – teamwork, managing differences, navigating conflict, negotiation, handling emotions, as well as figuring out how strategic investments in culture change, leadership development and coaching will pay dividends
- Has consulted, facilitated groups and led change initiatives for both Fortune 500 and Future 500 small- to medium-size enterprises, in the U.S. as well as internationally
- Adjunct professor of strategy and management at Monterey Institute of International Studies (MIIS) and Fisher Int'l MBA program in Monterey, CA, one of the top MBA programs in the nation (was ranked 8th out of more than 700 graduate schools), leading workshops and webinars that are lively, informative and full of surprises
- Writer of more than 200 articles on workplace change, collaboration and performance improvement, now published in six languages (see [ABetterWorkplace.com](http://ABetterWorkplace.com) to subscribe to newsletter)
- Assisted thousands of managers and executives with gaining greater satisfaction from their work while also improving their departmental and organizational results
- Chaired or co-chaired numerous international conferences, delivered keynote addresses and workshops with consistently positive feedback

For a complete list of accomplishments, visit [www.lorman.com/ID390612](http://www.lorman.com/ID390612).

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