

Tips for Encouraging Teamwork in the Workplace and Getting People Out of Silos

Silos in the workplace mean that one or more teams are operating in separate bubbles – on their own as an insular team or department without interaction and teamwork with other teams or departments. This is common in busy organizations especially as groups have their own specific or narrow area of focus or expertise.

Here are some ideas for breaking down silos within your organization and creating more of a unified team or at least groups that work well together and appreciate each other.

- Create an inspiring overarching vision and set of goals that all teams are working together to achieve.
- Share successes in regular management meetings – one good way to do this is to have the managers or leads of each team shares one good thing that happened or that they accomplished in the past week. This helps others appreciate what each team does.
- Complete Humane Network’s behavioral style assessment with your teams and share results across teams.
- Provide cross-training for teams where people spend time working in other departments.
- Implement an employee recognition program where staff are part of reviewing nominations and selecting awards for people across the organization. (Humane Network has a sample program we can share and there are many online options for peer-to-peer recognition.)
- Host training sessions and celebrations/parties that engage people with those from other teams. Getting to know other staff and leaders on a personal level can help break down existing silos.
- Send communications that ensure everyone knows what the different teams/departments are doing and what their accomplishments, challenges, and needs are. This means sharing each group’s successes and involving others in finding solutions when problems arise. Cross-team projects and in some cases, collaboration software can be helpful.

Please contact Humane Network directly (info@humanenetwork.org) for free templates, tools, and sample programs. We are also happy to set up a free 30-minute consultation to help you specifically apply these ideas to your organization. More Humane Network services are listed on our website at www.humanenetwork.org.