DEPARTMENTAL SILOS AND INTEGRATION STRATEGIES
PROGRAM OUTLINE

Silos are apparent in many organizations and are detrimental to productivity and achieving corporate goals, often leading to internal competition. Discover the barriers to cohesiveness within your organization and implement change to breakdown departmental silos allowing for strategy integration, alignment and increased bottom-line performance.

- Silos Defined: Are you living in a silo’d world?
- May the best department win! (Or do they?)
- Silo Busting! Breaking down silos to improve communication and efficiency
- Removing the “functional hat”
- Tools of cooperation and change
  - KPI’s (Key Performance Indicators) to reduce silos
  - Goal Setting
  - Incentive and Compensation Systems
  - Systems of Communication
  - Reinforcement
- Creating an integrated process environment
  - How to get Started
  - Focus Board/Matrix
- Case Studies

About the Facilitator

Emily Fischer shares her extensive work experience that includes advertising, marketing, sales, training, performance management coaching and leadership development in the manufacturing, financial, communications and retail industries. On a day-to-day basis, she works with business leadership to identify strategies linked to business goals and coaches them to realize and accelerate their success. Because implementing real change can be so difficult, her ability to help organizations break down organizational silos, improve the efficiency and effectiveness of staff meetings and maintain focus on a handful of key success metrics is a crucial ingredient to success.

Emily is an expert in sales process, pipeline management, prospecting and networking, content and program design, classroom facilitation, relationship management, and the creation and nurturing of exceptional client service programs. “My motto - as it relates to training - is ‘Learning Experience x Work Environment = Business Results.’ That means what happens outside the classroom - ensuring the work environment supports learning to enhance results - is always a priority.”

Emily has developed more than 20 courses to meet company-specific needs in sales process, negotiations, networking, sales management, coaching, leadership, effective meetings, career coaching, employee engagement, and recognition & reinforcement. She also understands the impact of engaged and motivated employees and has done extensive work with managers to develop a culture of recognition among staff and teams. Emily holds a bachelors degree from the Scripps School of Journalism at Ohio University and a masters in business administration from Eastern Michigan University.