



From Silos To Synergy

Creating alignment across teams from within

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What you'll explore during this session



How to deliver context around change and clarity in decision-making to gain buy-in across teams.



Ways to create alignment from within and across teams, regardless of your role within the organization.



Strategies for lasting change through the right balance of risk, innovation, prioritization, and communication.

**Are silos
always
bad?**



When there are silos...

How do you lead to enable change?



Organizational Change vs Individual Change

When your organization is going through change, breaking silos, it effects the group and the individuals. You have to address and account for both.



Organizational Change

Risks and Opportunities?

How have goals changed?

What are roles?

Processes?



Individual Change

What does this mean for me?

What could go wrong here?

Will my job and team change?

How will I be valued?

The Situation at Paw It Forward

Paw it Forward, an Animal Rescue charity used to only have programs for dogs, but did have plans to eventually expand.

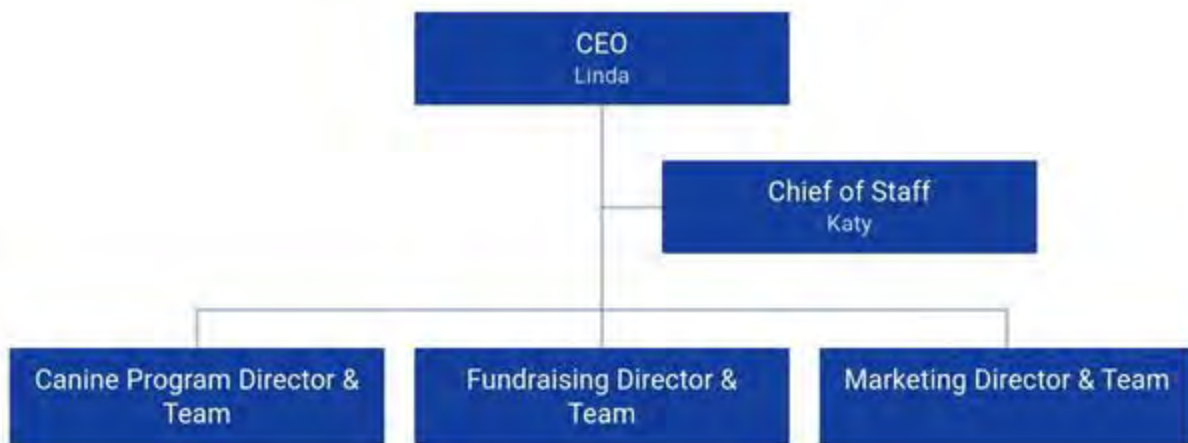
The organization recently received an unexpected gift of \$5MM and grant for a new facility. These wins will provide the funding and capital for the organization to expand and provide services for cats, a long-term goal.

The path to success and growth will need collaboration across the programs, marketing, and fundraising teams.

Marketing will need to expand messaging and brand efforts to include cats. Program services will need new expertise to provide services for cats. The fundraising team will have a new audience to reach and raise funds from.



Paw It Forward Organizational Chart



Scenario 1

Calendar invite sent at 11:58pm
Monday, Oct 21

The screenshot shows a calendar event interface for 'Team Huddle !!'. At the top, there are several tabs: 'Event' (highlighted in blue), 'Focus time', 'Out of office', 'Working location' (with a 'NEW' badge), 'Task', and 'Appointment schedule'. Below the tabs, the event details are shown: 'Tuesday, October 22 8:30am - 9:30am'. There are options for 'All day' (unchecked) and 'Time zone'. The recurrence is set to 'Does not repeat'. A 'Find a time' link is visible. The attendees are listed as 'Kerry, Mark, Jasmine'. A prominent blue button says 'Add Google Meet video conferencing'. The location is 'Main Conference Room'. Below this is a rich text editor with icons for bold, italic, underline, list, and link. The text in the editor reads: 'Had drinks with Linda (CEO) tonight and need your focus on an urgent project'. At the bottom, there are options to 'Create meeting notes' and 'Add a Google Drive attachment'.

Team Huddle !!

Event Focus time Out of office Working location **NEW** Task Appointment schedule

Tuesday, October 22 8:30am - 9:30am

All day Time zone

Does not repeat -

[Find a time](#)

Kerry, Mark, Jasmine

[Add Google Meet video conferencing](#)

Main Conference Room

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Had drinks with Linda (CEO) tonight and need your focus on an urgent project

Create meeting notes

Add a Google Drive attachment

Scenario 1: Debrief

What came up for you?

How the vibe?

What questions came up?

What was accomplished?

What does the future look like from here?

Scenario 2

Email Sent: Tuesday, October 22, 11:10am

Program Expansion Opportunity

Kerry, Mark, Jasmine

Program Expansion Opportunity

Hi all,

Big news! I met with Linda (CEO) yesterday and we have some big news to share!

We just received an unexpected bequest for \$5 million AND were awarded a grant for a new, state of the art facility! This means our shared dreams of expanding into providing rescue, shelter, care, and adoptions for cats can become a reality in 2025!

I know we're in the midst of Q4 fundraising and you all have a lot going on. But I wanted to share this info with you as soon as a I received it, and get your wheels turning. I've set up time for us to meet next week.

I'm hoping we can discuss realistic timelines and resources needed to expand our marketing, fundraising, and program support to help more animals!

I value your input and will keep you in the loop as I get more information. We will only move as fast as makes sense for you, your teams, and balancing our various priorities.

I look forward to chatting soon!

Katy

Scenario 2: Debrief

What was different?

What came up for you?

How the vibe?

What questions came up?

What was accomplished?

What does the future look like from here?

Ground Conditions for Successful Change

Through these actions you are creating CONTEXT and ALIGNMENT

- New information must enter the system
- A sense of shared purpose about the change
- Everyone has an opportunity to share input about how the change will occur
- Everyone understands how input will be used and how final decisions are made

Making Change Stick

Once you start rolling out the changes, ensure you help make them stick

- **Emotional Intelligence:** Provide continuous support and navigate resistance: there will be ongoing emotional responses to change
- **Systemic Perspective:** Manage the system dynamics.
- **Build a Locus of Control:** Empower employees to feel agency and ownership over the change.
- **Overcommunicate:** Facilitate dialog and collaboration
- **Develop Change Agents**

Roadmap to Successful Change



Deliver Context

- Introduce new information
- Create a shared sense of purpose
- Address the individual and the organizational system



Create Alignment

- Everyone has an opportunity to share input
- Everyone understands goals and how decisions are made



Make Lasting Change Stick

- Continually address resistance
- Continually address org structure and power changes
- Provide control and agency for individuals
- Communicate
- Develop change agents

Resources



Group Coaching for Change Management





SCAN ME

Thank you!

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