

## The Silo Effect: From “I” to “We”

- Why do people in modern organisations sometimes act in ways that undermine collective success?
- Why do intelligent professionals often fail to recognise risks and opportunities that later seem obvious?
- Do you want to learn how to break silos and build a culture of collaboration?

### Introduction

The silo mindset occurs when departments or teams guard information instead of sharing it, leading to inefficiencies, reduced morale, and weakened organisational culture. While many organisations attempt to address silos through team-building or short-term initiatives, these efforts often fade because they do not address the root cause. Sustainable transformation requires a shift from an “I” mentality to a “We” mindset, where collaboration, trust, and shared goals take centre stage. This program explores the hidden costs of silos, why smart people sometimes overlook obvious risks and opportunities, and how to design strategies that break down barriers across functions. Participants will learn practical approaches to foster cross-departmental collaboration, create a unified organisational identity, and build sustainable teamwork that drives long-term success.

### Program Objectives

This program aims to:

- Provide a comprehensive understanding of a silo organisation
- Create a sustainable strategy to break the chain of a silo organisation.

### Learning Outcomes

After completing this program, the participants should be able to:

- Understand the characteristics, factors that influence a silo organisation
- Have an in-depth understanding of the employees within the silo organisation
- Create and implement a strategy to break the chain as a silo organisation

### Methodology

Gamification, case study, interview, case simulation, quiz, group discussion, lecture, videos.

### Who Should Attend?

Human resource personnel, marketing personnel, financial personnel, senior management, and anyone who would like to learn on the silo effect

## Program Outline

Day One	
Time	Topics
9:00am – 10:30am	<p><b>The Silos and Turf Wars</b></p> <p>This is so common it is almost considered normal in the corporate environment. In large corporations, silos can get so intense as to bring the competitive drive of the company to a halt – without the active participants having any idea of the damage being caused. In smaller start-ups, organisational silos can be fatal to the company as infighting for resources consumes energy better spent on becoming successful – and silos may even destroy the company if left unchecked.</p>
10:30am – 11:00am	Tea Break and Networking
11:00am – 1:00pm	<p><b>The Myth of Silo Organisation</b></p> <p>In this module, the participants would look at the characteristics of a silo organisation, why it exists, and what causes it. The comprehensive discussion on the psychological aspect, leadership aspect, organisation aspect on causes of silo organisation enables participants to overcome the issue in the later module.</p>
1:00pm – 2:00pm	Lunch and Networking
2:00pm – 3:30pm	<p><b>Impact of Organisational Silos Exist</b></p> <p>The silo effect is a prominent factor in decreasing the efficiency of the organisation through the various domains. In this module, the participants would learn the impact of silos and the danger of the impact from human perspectives, financial perspectives and even organisation branding.</p>
3:30pm – 4:00pm	Tea Break and Networking
4:00pm- 5:00pm	<p><b>Silo Individual and Silo Organisation</b></p> <p>This module would discuss the relationship between silo individual and silo organisation. From this module, the participants would know the method to overcome this incident.</p>
Day Two	
Time	Topics
9:00am – 10:30am	<p><b>The Silo Mentality: How to Break Down the Barrier.</b></p> <p>In this module, the participants would learn the psychological methodology to address the issues of silo mentality. The participants would learn how to apply person-centred methodology, cognitive behavioural method in this module.</p>

10:30am – 11:00am	Tea Break and Networking
11:00am – 1:00pm	<p><b>Organisation Environment as Breaking Silo Organisation</b></p> <p>The silo organisation can be caused by the organisation environment. In this module, the participants would learn how to design a healthy organisation environment that breaks the barrier to work in silo.</p>
1:00pm – 2:00pm	Lunch and Networking
2:00pm – 3:30pm	<p><b>Leadership as Breaking Silo Organisation</b></p> <p>Leadership plays an important role in overcoming silo organisation culture. The participants would learn coaching methods, impactful communication skills, motivation, and engagement strategies to address the issue.</p>
3:30pm – 4:00pm	Tea Break and Networking
4:00pm- 5:00pm	<p><b>Putting All Together</b></p> <p>In the last module, the participants would combine all the strategies to be a master plan to promote knowledge sharing and information sharing. With this master plan, a healthy culture is cultivated.</p>