Breaking silos by building highly coupled cross-functional teams

Fanny Bischoff,
Information Developer at IBM
What matters at the end of the day

Knowledge & skills growth

Great products
Improve collaboration by breaking the walls between...

**Individuals:** trust & shared learning
Improve collaboration by breaking the walls between...

**Individuals:** trust & shared learning

**Job roles:** mix ‘em up and shake
Improve collaboration by breaking the walls between...

**Individuals:** trust & shared learning

**Job roles:** mix ‘em up and shake

**Teams:** interest-based bridges
Improve collaboration by breaking the walls between...

**Individuals:** trust & shared learning

**Job roles:** mix ‘em up and shake

**Teams:** interest-based bridges

**Vertical layers:** give power to your teams
Breaking silos to grow individuals
Breaking silos to build great products
Breaking silos to build great products

Easier
Breaking silos to build great products

Easier

Faster
Breaking silos to build great products

Easier

Faster

Better
Breaking silos to build great products

Easier

Faster

Better

Stronger
Properties of a team that removed silos

**Individuals:** highly-coupled

**Job roles:** cross-functional

**Teams:** open

**Hierarchy layers:** autonomous
References

Melvin Conway - Conway’s law
Daniel Pink – Autonomy, mastery & purpose
Alistair Cockburn – Guest Leadership
Thank you!

Build bridges, not walls

Questions?
Ask now or find me later!

fny.bischoff@fr.ibm.com

@fnybischoff