

# Alleviate silo effects —build a healthy enterprise.

[Health & Medicine](#)



**ASSIGN  
BUSTER**

Build a Healthy Enterprise. It can be said that effectiveness is Jeopardized when Interdepartmental conflict has happened In many enterprises. This phenomena extends to misunderstanding of each other, nonappearance of department work and Inconsiderate of the whole enterprise. As a result of those effective less actions, business lose time, moneyand quality. Also, it can be said that manager can not quickly responds when those conflict happen. The business hierarchy does well in control process, but block information collection.

The poor cross-functionalcommunicationacross departments or business unit, is a reality for many organizations. As the organization rise and become more complex and developed, the " Silo Virus"(Schuster & Bloch 2006) leads to departmental isolation, and unsustainable result thefailureof business. This essay will therefore discuss the poor cross-functional communication across departments or business units, give some of the main reasons for cause It, and developed effective remedies for along enterprises. Also, possible strategies In which to alleviate silo effect In the future will be outlined and explored.

The definition of poor cross-functional communication across departments or business units is a managerial problem which lead the business out comes far from their establishedgoals. A managerial problem due to the failure cooperation among different departments. The group of people mix together share aims, perceptions and preference to organize a enterprise, actually, it is very hard to make everyone in the enterprise get their large profit as they want, but through manage of organization, people could achieve their largest value.

With this platform, individual will play a big collective strength. However, Howard G. And Noel W. (2004) state that communication problems In the organization are not unlike the progressive development of a headache. If the Initial bodily cues are Ignored or not monitored, the full throb will hit. However, It could be state that poor cross-functional communication across departments or business units can cause a big failure of enterprise's business. Department egoism, careless of others, fuzzy thinking and tunnel vision like a virus jeopardize the whole body, and make the work effective jess.

This is visually describe by the idea from Schuster & Bloch (2006) who argues that: The infected departments resemble huge grain silos in a lonely landscape. They also function like foreign bodies - impersonal and often oversized. Nothing penetrates to the outside world. There is no window into what goes on inside. The silos are filled from above, which also fits the picture. When the enterprise's top people are Infected, the silo virus spreads throughout the organism. This metaphor give the key message of Its appearance. Therefore, in order to solve this problem, rather complement and perceive must first be realized.

There are two aspect cause the poor cross-functional communication across management of the whole enterprise. The main reason for cause the internal less communication is fear of feedback. People try to keep silence because they could not see any profit to themselves when they give positive suggestions. Jackson(2003) state that people avoid the truth and instead continue to try to guess what their bosses think. The business hierarchy block the information communication, because most people think it is not <https://assignbuster.com/alleviate-silo-effects-build-a-healthy-enterprise/>

their susceptibilities to make the company perform well and advance their careers.

Jackson also give his state of People avoid feedback because they hate being criticized, plain and simple. However, it can be state the employee afraid to provide information because they have some dissatisfied of company and brooding of their current situation. At another side, the managers unsuitable management lead those embarrass situations come out, due to they are afraid the criticized voice of their work and fail to acknowledge the implications of current situation. The problems focus on the feedback of information communication. There are many reasons to cause lack of management of the whole parties.

The stress, denomination and in efficiency will not distinct as they are in one department. Manager will negligent or ignore of a lot of information which could determinate the potential problems in the future. And for different department managers, they have different goals which could conflict and need sacrificing some parties' own goals to achieve the corporate goals. The problems focus on the leadership performance. So what should be done by manager to encourage employees information feedback and inspire their own act to perform leadership?

Jackson(2003) state that four manageable steps to encourage individual feedback: self-assessment, external feedback, absorbing the feedback, and taking action toward change. This may be an idealist's viewpoint, however its key message has some significant merit and certainly to address this problem through self-motivation, and taken others' advise. For the

enterprise, Everyone seem like living in a big happyfamily, but manager must keen to elect department information and find every potential problems solution.

It's seem possible for the senior managers to do that work. But the problem is how can we find a process which provide an outcome that could fit every parries in the organization without sacrificing their equity? Schuster, P. & Bloch, B. State their solution for this process as the pursuing consistent and co-ordinate goals, a sufficient flow of information through management and among colleagues, clear work processes and definition ofresponsibility, and inter-departmental meetings.

All for the enterprise to o is build a opening platform that could encourage employees speaking out their contribute for the whole organization. In this platform we could find the information do manager need to lead concerted effort on the enterprise, and replace of the number of wasting time meetings, time consuming workshop and pointless E-mails. In conclusion therefore, the issue of the poor cross-functional communication across departments or business units is one which needs much information feedback by of the main reasons for silo effect in the organization and the countermeasure when it occurs.

Although the reasons for silo effect of an organization can be described as natural happen, they are generally cause by both micro side(individual performance) and macro side(department management) of organization. Therefore, in terms of trying to alleviate silo effect, it is recommended to build a internal platform which could opening and freeing to make

<https://assignbuster.com/alleviate-silo-effects-build-a-healthy-enterprise/>

contribution to the organization. This Just one possible strategies to alleviate the poor cross-functional communication across departments or business units. Len the future it will be continually thought and explored.