



# Breaking Silos Creating OneTeam

# Withiii's Work

Most companies are being held back by internal silos. Withiii shows you the specific issues that are causing your silos and helps you correct them so that your business can get unstuck.

What are these costing you?

**Narrow-mindedness**

**Infighting**

Distrust

Disconnection

Conflict

**Blaming**

**Resistance**

Disengagement

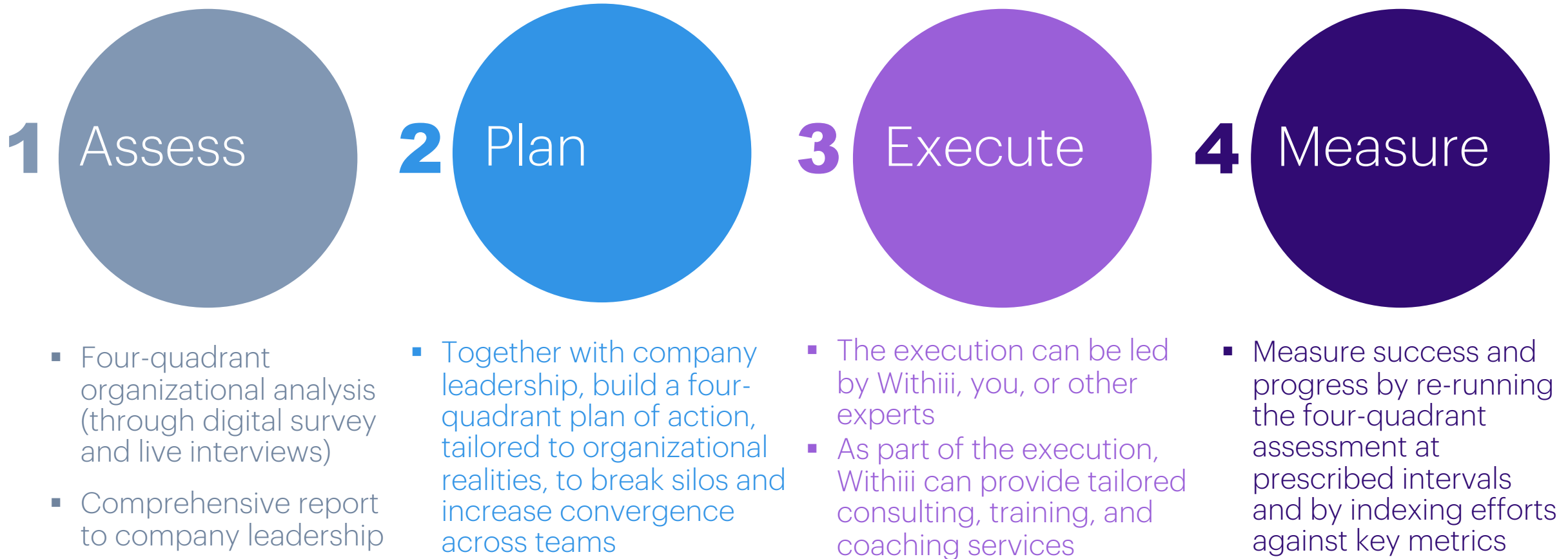
**Indifference**

# Why Withiii Works

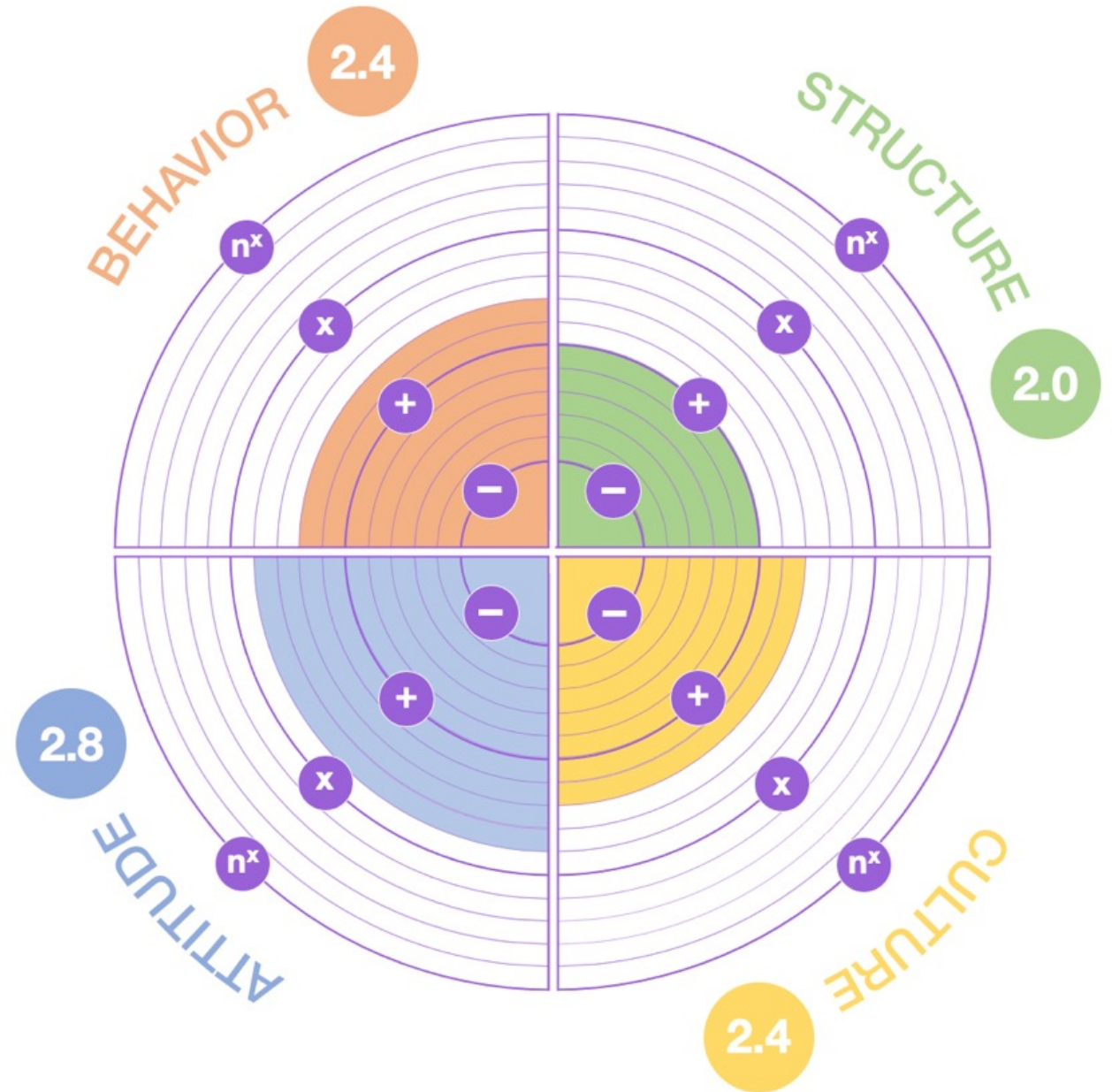
Withiii can help you to break your silos and build organizational cohesiveness because we uniquely understand how siloing is caused by a lack of integration across four organizational dimensions—**Behavior, Attitude, Structure, and Culture.**

We know how to measure the integration of these organizational dimensions, how to knit them more fully together, and what to do to make that happen.

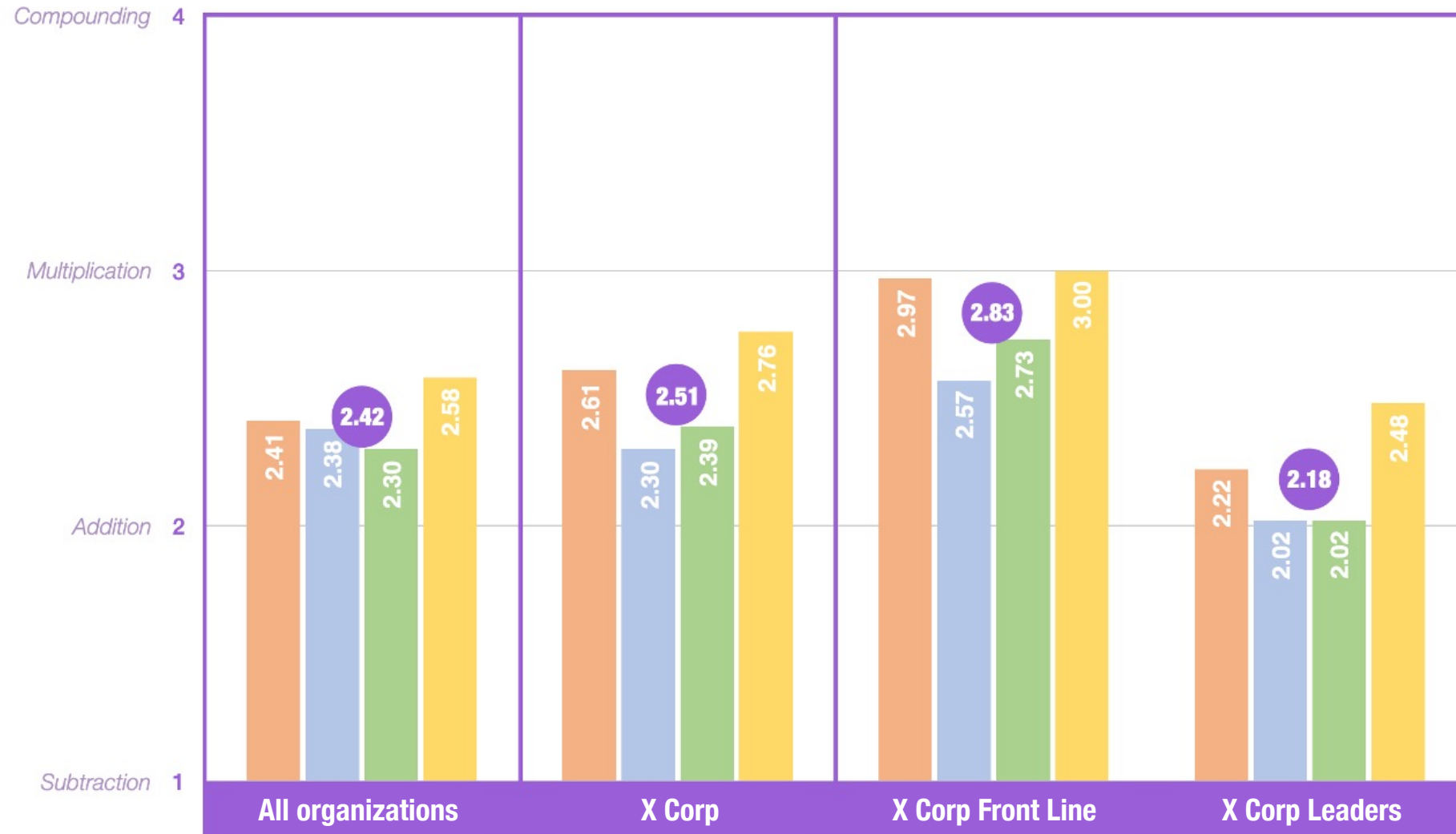
# Withiii's Approach



Discover where  
your company is  
strongest and  
weakest



# See how you compare against averages



Learn which parts of your organization need to work on what

Department 1

Green Zone	Commitment to organization	2.77
	Innovation	2.62
	Purpose/mission	2.54
Yellow Zone	Excitement	2.46
	Meeting culture	2.46
	Trust/belief in leadership	2.46
	Belonging	2.38
	Listening	2.31
Red Zone	Culture as differentiator	2.31
	Systems and processes	2.23
	Collaboration	2.23
	Accountability	2.15
	Willingness to help	2.08
	Manager Communication	2.08
	Empowerment	2.00
	Decision Making	2.00
	Interest in Others	2.00
	Conflict Resolution	2.00
	Leadership Composition	2.00
	Respect	2.00
Structures	1.85	
Depth of knowing others	1.69	

Department 2

Green Zone	Manager Communication	3.29
	Commitment to organization	3.21
	Accountability	3.21
	Trust/belief in leadership	3.14
	Leadership Composition	3.14
	Purpose/mission	3.00
	Excitement	3.00
	Respect	3.00
	Innovation	2.93
	Belonging	2.93
	Listening	2.93
	Empowerment	2.93
Yellow Zone	Meeting culture	2.86
	Culture as differentiator	2.86
	Conflict Resolution	2.86
	Willingness to help	2.79
	Decision Making	2.71
Red Zone	Interest in Others	2.64
	Collaboration	2.57
	Structures	2.50
	Systems and processes	2.36
Depth of knowing others	1.50	

Department 3

Green Zone	Commitment to organization	3.40
	Excitement	3.40
	Accountability	3.20
	Trust/belief in leadership	3.20
	Purpose/mission	3.20
	Innovation	3.20
	Leadership Composition	2.80
	Belonging	2.80
	Listening	2.80
	Meeting culture	2.80
	Culture as differentiator	2.80
	Willingness to help	2.80
Yellow Zone	Manager Communication	2.60
	Empowerment	2.60
	Decision Making	2.60
	Respect	2.40
	Conflict Resolution	2.40
Red Zone	Collaboration	2.40
	Systems and processes	2.40
	Interest in Others	2.20
	Structures	1.80
Depth of knowing others	1.80	

Department 4

Green Zone	Accountability	3.08
	Commitment to organization	3.00
	Manager Communication	3.00
	Trust/belief in leadership	2.85
	Meeting culture	2.85
	Empowerment	2.85
	Excitement	2.77
	Innovation	2.77
	Leadership Composition	2.77
	Belonging	2.77
	Listening	2.77
	Conflict Resolution	2.77
Yellow Zone	Purpose/mission	2.69
	Culture as differentiator	2.62
	Respect	2.62
	Interest in Others	2.62
	Willingness to help	2.54
	Decision Making	2.54
	Systems and processes	2.46
	Structures	2.46
Red Zone	Collaboration	2.38
	Depth of knowing others	1.54

Department 5

Green Zone	Purpose/mission	3.25	
	Innovation	3.00	
	Belonging	3.00	
	Commitment to organization	2.75	
	Trust/belief in leadership	2.75	
	Excitement	2.75	
	Listening	2.75	
	Culture as differentiator	2.75	
	Respect	2.75	
	Yellow Zone	Manager Communication	2.50
		Collaboration	2.50
	Red Zone	Meeting culture	2.25
Empowerment		2.25	
Leadership Composition		2.25	
Decision Making		2.25	
Depth of knowing others		2.25	
Conflict Resolution		2.00	
Interest in Others		2.00	
Willingness to help		2.00	
Systems and processes		2.00	
Accountability		1.75	
Structures		1.75	

Department 6

Green Zone	Commitment to organization	2.80
	Trust/belief in leadership	2.40
	Collaboration	2.40
	Meeting culture	2.40
Yellow Zone	Purpose/mission	2.20
	Innovation	2.20
	Culture as differentiator	2.20
	Respect	2.20
	Manager Communication	2.20
	Leadership Composition	2.20
	Willingness to help	2.20
	Structures	2.20
	Belonging	2.00
	Excitement	2.00
	Listening	2.00
	Conflict Resolution	2.00
Red Zone	Interest in Others	2.00
	Systems and processes	2.00
	Accountability	2.00
	Decision Making	1.80
	Empowerment	1.60
	Depth of knowing others	1.00



A man with short, light-colored hair, wearing a dark suit jacket over a white button-down shirt and grey trousers, is standing on a stage. He is speaking and gesturing with his right hand while holding a small, dark object in his left hand. The background is a light blue wall with geometric patterns. The text "Let us help you" is overlaid on the right side of the image.

Let us help you

## Meet Withiii's Managing Partners

**Jim Ferrell**



Prior to founding Withiii, Jim was a longtime managing partner of the Arbinger Institute, which grew into one of the leading leadership consultancies in the world under his leadership. He is the principal author of one of the bestselling leadership books of all time, *Leadership and Self-Deception*, as well as the bestselling book on conflict resolution over the last decade, *The Anatomy of Peace*. Other bestsellers include *The Outward Mindset* and many other books. Along with Brené Brown, Patrick Lencioni, Simon Sinek, and John Maxwell, he is a contributing author to Ken Blanchard's bestselling book, *Servant Leadership in Action*. Jim's publications have sold many millions of copies around the world.

Over his nearly three decades as a thought leader working with corporate and governmental leaders, Jim has developed a reputation as one of the world's great innovators in the areas of leadership, culture change, conflict resolution, communication, and interpersonal connection. He has a unique ability to grasp complex ideas and translate them into elegantly clear models and applications. He is a regularly featured speaker at trade and corporate conferences and has mentored leaders and trained workforces of some of the most well-known organizations and brands in the world. His work has been instrumental at Apple, Microsoft, Google, IBM, Boeing, Airbus, Deutsche Telekom, T-Mobile, Harley Davidson, Nike, the NFL, Shell, Zurich Financial, McKinsey and Company, and Baine Capital, among many other companies, as well as within the White House, Treasury, and most branches of the federal government of the United States.

Jim has degrees in economics and philosophy and is a graduate of Yale Law School. After graduating from Yale, he joined the California Bar and practiced law at Latham and Watkins. He is a past member of the Yale Law School Executive Committee and serves on the Board of Advisors of the J. Reuben Clark Law School, where he also teaches as an adjunct professor on the topic of law and leadership. He is the recipient of multiple awards on peacebuilding.

**Kathrin Peters**



Kathrin is an accomplished business consultant and coach with a long and impressive record of international leadership and executive success in one of the world's most ambitious and hard-charging Fortune 500 companies, Robert Half. Born, raised, and educated in Germany, Kathrin's early interests and passions for languages, philosophy, and the arts stood in sharp contrast to the corporate career she was about to embark on. She received her degree in Economics from the University of Hamburg and a postgraduate certificate in International Business from Henley Business School in the United Kingdom.

Soon after joining Robert Half, she established herself as a top 5% consultant in the company globally and was first promoted to lead the operations in northern Germany before taking over responsibility for all of Robert Half's recruitment operations across Central Europe. Due to her unparalleled success and her fully bilingual language capabilities, she was transferred to global headquarters in the United States, first as a Director for one of their key markets in the San Francisco Bay Area, and then as a Vice President on the east coast, becoming the company's internal turnaround specialist and leading the transformation of multiple Robert Half offices and practices around the world.

After her successful leadership career that spanned over a decade, Kathrin decided to start her own consulting and coaching company to bring her leadership and experience to companies both inside and outside the professional recruiting industry. During this time, she also received her professional coaching certification and became a senior consultant for the Arbinger Institute, where she led global culture change initiatives. Her success with Arbinger led them to hire Kathrin as the company's Director of International Sales and Development, while she continued to serve as a group facilitator, change consultant, and public speaker on mindset change for large international organizations.

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