Withiii
LEADERSHIP CENTER

Assessment, strategy, training, coaching, and tools to help leaders create OneTeam

BREAKING SILOS

withiii.com

Withiii's work

Most companies are being held back by internal silos and lack of cross-team integration. Withiii shows you the specific issues that are causing this and positions you to resolve these issues so that your business can get unstuck.

We take a four-dimensional, relational approach to change, base our work on data and measured progress, and improve behaviors, attitudes, structures, and culture in order to foster intra- and inter-team collaboration and integration

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The 5 Levels of Relation

Compounding
Integrate

Multiplication
Cooperate

Addition
Co-exist

Subtraction
Resist

Division
Undermine

Most organizational problems are relationship problems.

Lack of transparency is a relationship problem.
Poor communication is a relationship problem.
Inadequate planning is a relationship problem.
Weak accountability is a relationship problem.
Poor collaboration is a relationship problem.
Feeble innovation is a relationship problem.
Lack of revenue is a relationship problem.
Misalignment is a relationship problem.
Broken trust is a relationship problem.

Everyone is enamored with technology. Meanwhile, it is the humans who both utilize and gum up the technology.

For better and for worse, relationships are driving every part of your business.

If you don't get the humans right, everything else will be wrong.

Helping leaders to be become better at building and supporting productive relationships, within and across teams, is essential for leader and organizational success.

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The organizational playing field

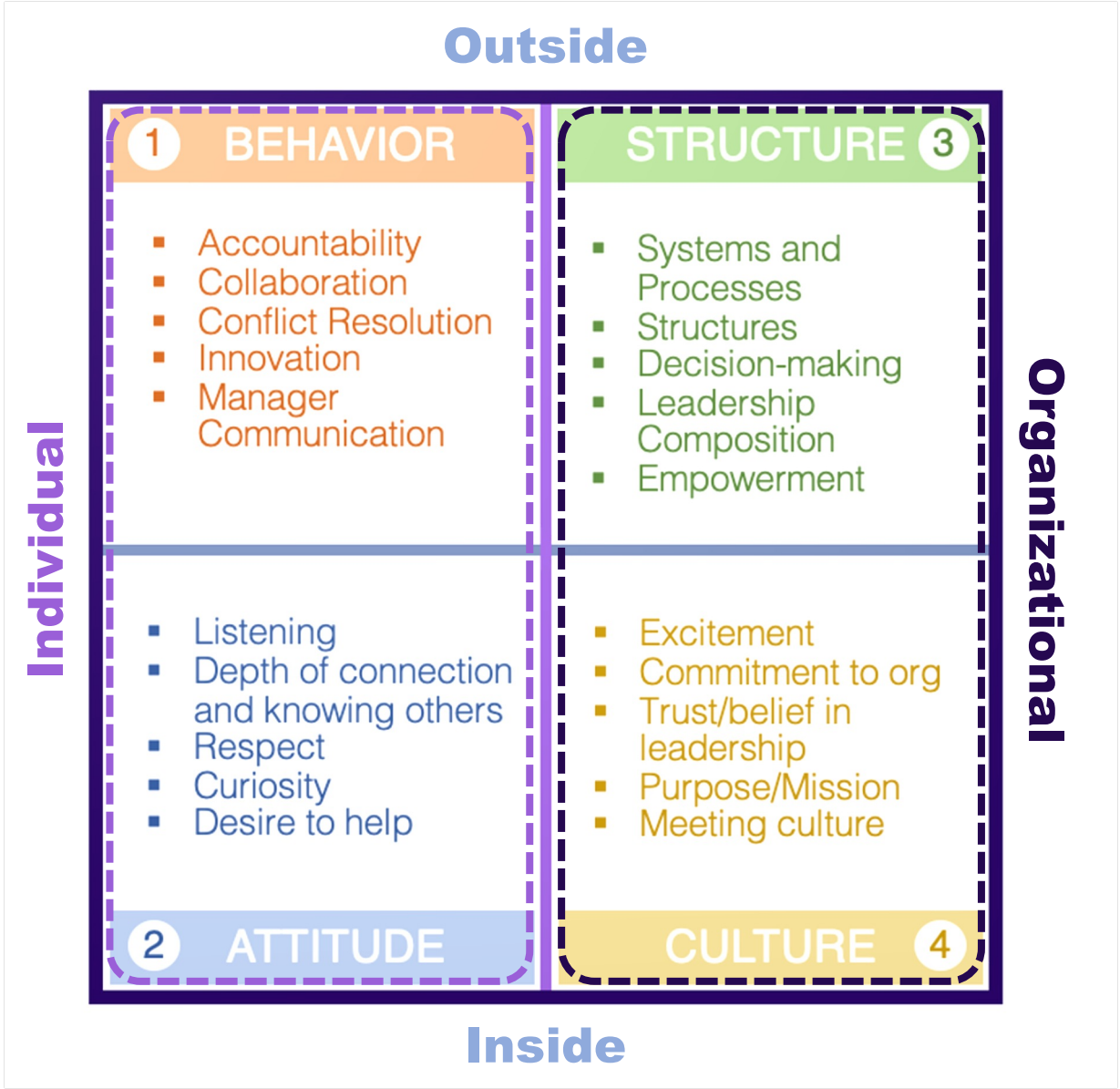
Four relation-*enhancing* or relation-*impeding* dimensions of work life

2 individual

2 organizational

Together, these quadrants form the playing field of an organization

They are the organizational elements that either promote or impede integration and relation



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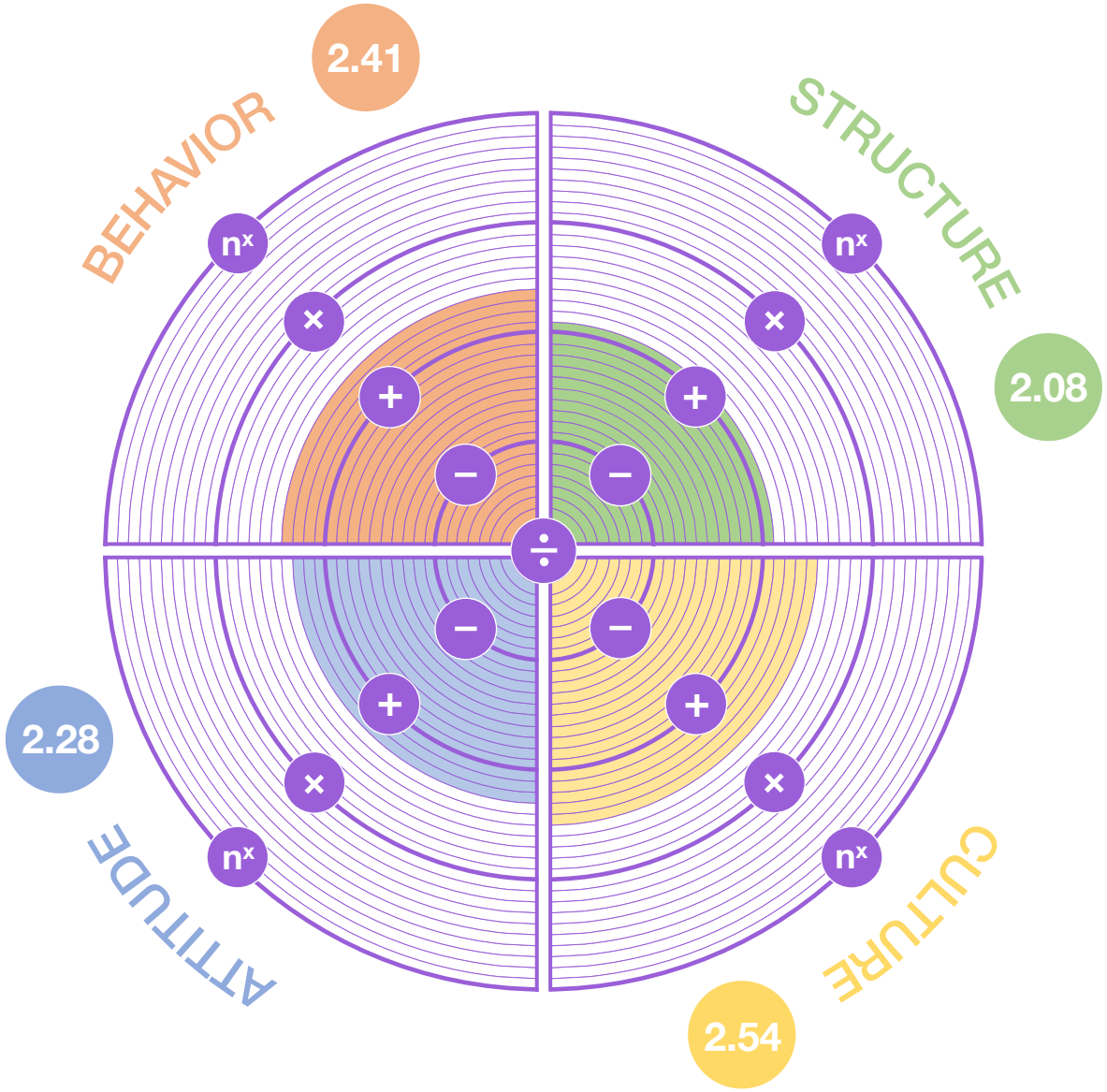
Discover strengths and weaknesses

Across four quadrants and 20 characteristics, learn your team or company's level of integration or convergence, whether Division, Subtraction, Addition, Multiplication, or Compounding.

KEY

Compounding *Integrate*	4.0
Multiplication *Cooperate*	3.0
Addition *Coexist*	2.0
Subtraction *Resist*	1.0
Division *Obstruct*	0.0



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Uncover where to focus

Different groups see and experience your organization differently. See the differences. Position yourself to make improvements you haven't known to make before.

		BEHAVIOR					ATTITUDE					STRUCTURE					CULTURE					
Compounding *Integrate*	4.0	Accountability	Collaboration	Conflict Management	Innovation	Manager Communication	Feel heard	Depth of knowing others	Feel respected	Interest in others	Willingness to help	Systems and processes	Organizational Structures	Decision-making	Leadership composition	Empowerment	Excitement	Meeting Culture	Commitment to Organization	Trust / belief in leadership	Organization Purpose/Mission	OVERALL AVERAGES
Multiplication *Cooperate*	3.0																					
Addition *Coexist*	2.0																					
Subtraction *Resist*	1.0																					
Division *Obstruct*	0.0																					
Overall by characteristic		2.91	2.49	2.62	2.61	2.83	2.25	1.70	2.56	2.49	2.55	2.34	2.41	2.16	2.66	2.30	2.46	2.51	2.54	2.45	2.07	2.45
LEVELS																						
Executives		3.50	2.75	3.25	3.08	3.08	2.75	2.58	3.00	3.00	3.33	2.92	2.92	3.08	3.33	2.83	2.75	3.25	2.75	3.00	2.58	2.99
VP/Directors		3.04	2.77	2.50	2.65	3.12	2.54	2.15	2.69	2.46	2.73	2.46	2.46	2.50	2.77	2.50	2.38	2.65	2.69	2.58	2.04	2.58
Managers		2.61	2.30	2.36	2.39	2.85	2.03	1.85	2.36	2.27	2.42	2.09	2.33	1.91	2.42	2.21	2.27	2.39	2.55	2.30	1.88	2.29
Frontline		2.91	2.47	2.63	2.61	2.77	2.21	1.57	2.55	2.49	2.50	2.34	2.39	2.11	2.64	2.26	2.49	2.47	2.50	2.42	2.08	2.42
DEPARTMENTS																						
Dept 1		2.95	2.59	2.75	2.74	3.03	2.40	2.01	2.71	2.59	2.79	2.43	2.58	2.39	2.88	2.49	2.70	2.64	2.68	2.66	2.54	2.63
Dept 2		3.38	2.42	2.63	3.08	2.79	2.29	1.75	2.67	2.42	2.54	2.46	2.25	2.21	2.42	2.33	2.46	2.46	2.67	2.46	1.88	2.48
Dept 3		2.67	2.33	2.43	2.34	2.70	2.04	1.35	2.32	2.32	2.24	2.13	2.21	1.93	2.45	2.07	2.19	2.29	2.28	2.19	1.69	2.21
Dept 4		2.67	2.14	2.38	2.33	2.38	1.90	1.62	2.24	2.24	2.38	2.19	2.38	1.71	2.43	2.00	2.43	2.24	2.38	2.10	2.24	2.22
Dept 5		2.77	2.69	2.92	2.54	3.23	2.23	1.46	2.69	2.46	2.54	2.54	2.69	2.46	2.85	2.46	2.31	2.69	2.77	2.54	1.92	2.56
Dept 6		3.41	2.94	2.88	3.03	2.91	2.63	2.03	2.88	2.94	3.03	2.84	2.66	2.53	3.06	2.66	2.81	2.97	2.84	2.84	2.06	2.80
Dept 7		3.00	2.67	2.67	2.50	2.67	2.67	2.33	3.17	2.67	2.50	1.83	2.33	1.83	2.33	2.50	2.50	2.83	2.83	2.83	2.83	2.58

Priority 1 < 2.20
Priority 2 2.20 - 2.39

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Map relational levels between departments

See the levels of relation different teams and departments are operating at with each other

KEY	
Compounding	4
Multiplication	3
Addition	2
Subtraction	1
Division	0

	Dept 1	Dept 2	Dept 3	Dept 4	Dept 5	Dept 6	Dept 7	Dept 8	Dept 9	Dept 10
Dept 1		2	2	3	1	0	1	1	3	2
Dept 2	2		1	1	3	2	3	2	2	1
Dept 3	2	1		2	3	2	1	0	3	0
Dept 4	3	1	2		4	2	2	1	4	2
Dept 5	1	3	3	4		3	2	2	4	2
Dept 6	0	2	2	2	3		2	1	2	2
Dept 7	1	3	1	2	2	2		2	3	2
Dept 8	1	2	0	1	2	1	2		2	3
Dept 9	3	2	3	4	4	2	3	2		3
Dept 10	2	1	0	2	2	2	2	3	3	

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Measure and improve relational leadership

Implement insights from Withiii's Relational Leadership 360 to improve leadership and relational levels

360 assessments are one of the most popular leadership development tools. For good reason. An honest look in the mirror through the feedback of colleagues can be very revealing and helpful.

The problem is that most 360s measure the wrong thing. Ratings of another person's behaviors, skills, and attitudes are as much about the observer as the person being rated, and that muddies the results.

Withiii's 360 is designed to measure exactly what it is intending: A person's relational leadership capabilities as revealed through the experiences of the people around them.

Organized around Withiii's "Seven Rules of Relation," leaders gain deep and actionable insights into the ways they relate to others and receive specific guidance on how to improve their capabilities and workplace relationships.

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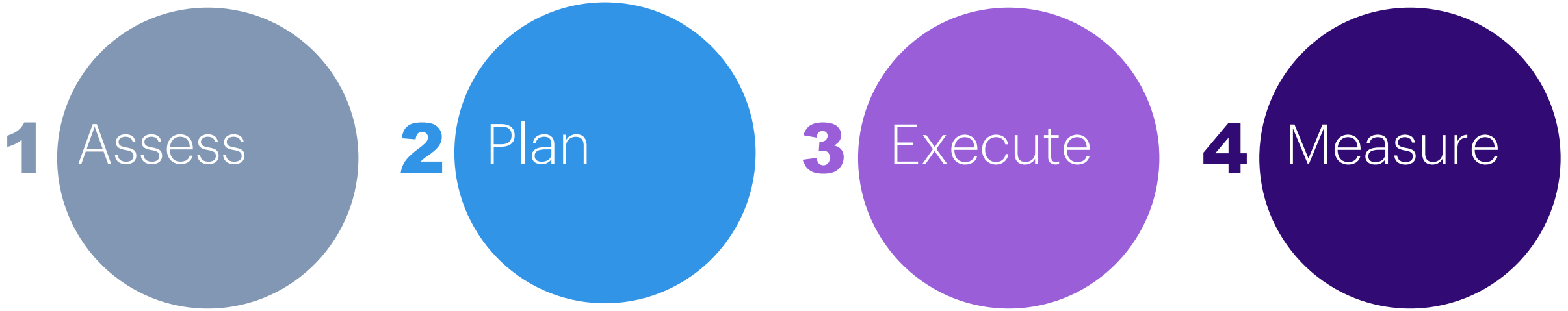
Withiii's team-integration leadership process



- Four-quadrant organizational analysis (through digital survey and live interviews)
- Comprehensive report to company leadership

- Together with company leadership, build a four-quadrant plan of action, tailored to organizational realities, to break silos and increase convergence across teams

- As part of the execution, Withiii can provide tailored consulting, training, leadership assessment, and coaching services

- Measure success and progress at prescribed intervals by indexing against earlier assessment results and efforts against key organizational metrics

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Thought Leadership

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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