

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

BREAKING

SILOS



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**

Conflict **Disconnection**

Blaming

Resistance

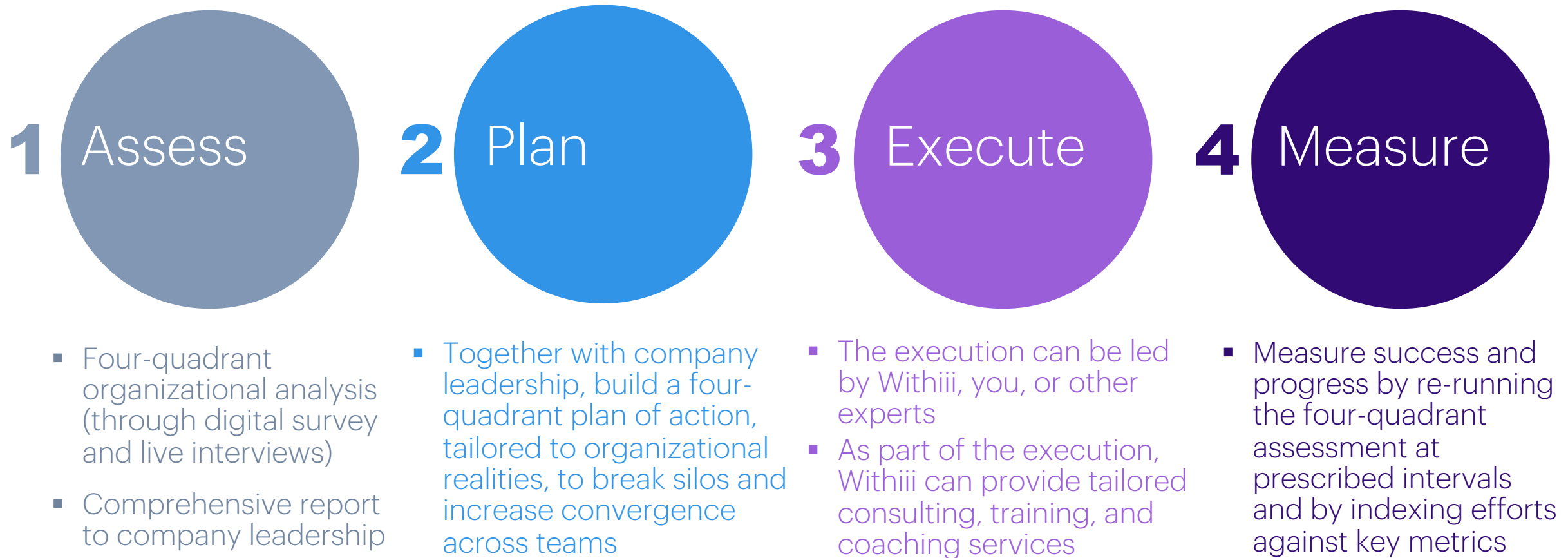
Disengagement **Indifference**

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.**

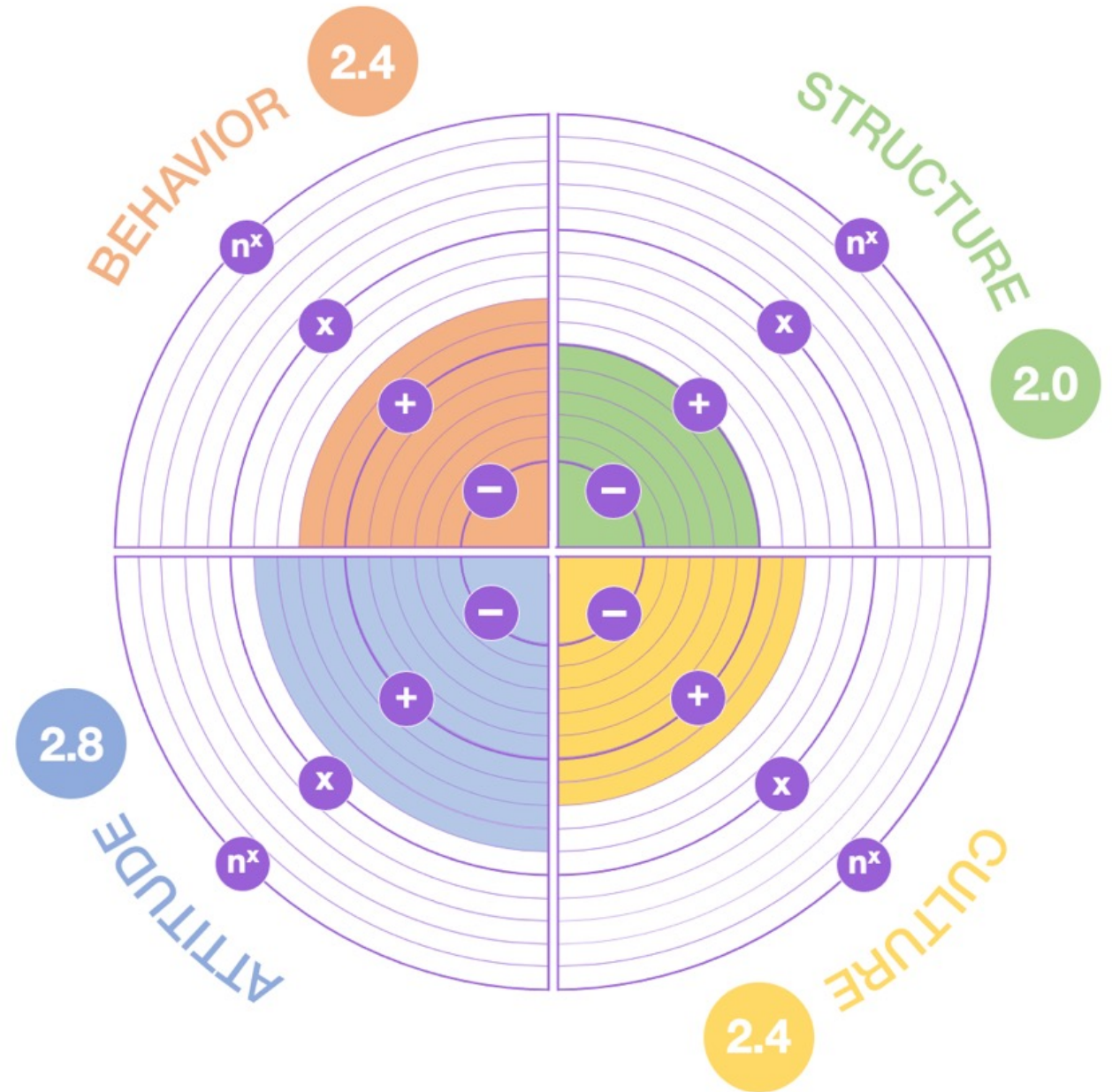
We know how to measure the integration of these organizational dimensions, how to knit them more fully together, and what to do to make that happen.

Withiii's Approach



Discover where your company is strongest and weakest

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



See how your team or company compares against averages, and by levels and departments



Learn which parts of your organization need to work on what

Build and execute an action plan

Leaders

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
	Culture as differentiator	2.31
Red Zone	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

Front line employees

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
	Purpose/mission	2.69
Yellow Zone	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 1

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
	Meeting culture	2.86
	Culture as differentiator	2.86
	Conflict Resolution	2.86
	Willingness to help	2.79
	Decision Making	2.71
Yellow Zone	Interest in Others	2.64
	Collaboration	2.57
	Structures	2.50
	Systems and processes	2.36
Red Zone	Depth of knowing others	1.50

Department 2

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
	Collaboration	2.40
	Systems and processes	2.40
Red Zone	Interest in Others	2.20
	Structures	1.80
	Depth of knowing others	1.80

Department 3

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 4

Green Zone	Commitment to organization	2.80
Yellow Zone	Trust/belief in leadership	2.40
	Collaboration	2.40
	Meeting culture	2.40
Red 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
	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 middle-aged man with grey hair, wearing a dark suit jacket over a white button-down shirt and a dark belt, is standing on a stage. He is gesturing with his hands while speaking. The background is a light blue wall with large, dark blue geometric shapes. 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.



withiii.com