



# Book Review

TITLE: Silos, Politics and Turf Wars

AUTHOR: Patrick Lencioni

DATE: October 2022

## PRE-READING

Why are you reading it? Was it a recommendation? What do you know about the topic? Flip through the book - is there anything that catches your eye?

I've read all of Lencioni's books except this one. I've experienced politics and turf wars and was interested to see how he would walk the reader through combatting them.

## A-HA MOMENTS

What a-ha moments did you have when reading?

- Silos, turf wars and politics ruin and organization, but also "exact a considerable human toll too." (p. ix)
- Defining Objectives should not be quantitative

## QUESTIONS

What questions do you have after reading that you want to investigate?

- How many organizations have a thematic goal/rallying cry for their organization?
- How can I tie this into leadership to help organizations retain employees?

## CONNECTIONS

Can you relate what you read to another book, talk, podcast, topic?

- Connecting others to a larger key message is something I've heard before - did it in teaching - create alignment between me and the students against a bigger force
- Need a cohesive leadership team to be successful (The Five Dysfunctions of a Team)
- Thematic goal is different than BHAG (Jim Collins)

## ACTIONABLE IDEAS

What are 2-3 actionable items that you can implement?

- Look at the organizations I'm involved in and see how we could implement this (and ask if silos are an issue)
- Download resources as mentioned on p. 186

## POST-READ REFLECTIONS

Did you like this book? Are there other books by this author or on this topic that you might want to read? Would you recommend it to someone? Is there something from this book you want to learn more about?

As always, I love Lencioni's book. This one was fairly simple, but powerful and I enjoyed the story and see lots of real world value in the model.