



Silos, Politics and Turf Wars: A Leadership Fable About Destroying the Barriers That Turn Colleagues Into Competitors

By Patrick Lencioni

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In yet another page-turner, *New York Times* best-selling author and acclaimed management expert Patrick Lencioni addresses the costly and maddening issue of silos, the barriers that create organizational politics. Silos devastate organizations, kill productivity, push good people out the door, and jeopardize the achievement of corporate goals.

As with his other books, Lencioni writes *Silos, Politics, and Turf Wars* as a fictional—but eerily realistic—story. The story is about Jude Cousins, an eager young management consultant struggling to launch his practice by solving one of the more universal and frustrating problems faced by his clients. Through trial and error, he develops a simple yet ground-breaking approach for helping them transform confusion and infighting into clarity and alignment.

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Editorial Review

From Publishers Weekly

Starred Review. Marketing won't speak to engineering. Sales thinks production hogs the budget. Front desk believes back room's lazy. These sorts of turf wars, which turn outwardly unified companies into groupings of uncommunicative "silos," are the stuff of management lore. According to bestselling author Lencioni (*The Five Dysfunctions of a Team*), "they waste resources, kill productivity and jeopardize the achievement of goals"—they also drive workers into tizzies of frustration. Like his previous books, Lencioni's latest addresses the management problem through a fictional story; this one revolves around a self-employed consultant named Jude, who has to dismantle silos at an upscale hotel, a technology company and a hospital. Split into two sections, Lencioni's book first shows Jude discovering a solution to silos, then summarizes Jude's lessons into a strategy that readers can apply to any business. Lencioni's proposal is so full of common sense—namely, end turf wars by getting departments to rally around a common goal—that managers will be eager to apply it themselves. Just as refreshing is Lencioni's use of character and plot, which is far above average for the business genre. As sympathetic as Jude is, he makes Lencioni's management lessons memorable. (Mar.)

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Review

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"...an excellent book that nearly everyone will identify with and benefit from..." (*Personnel Today*, May 2006)

"... an engaging, simplistic read, and one that reinforced many impressions about the 'problems within' and strategies to solve them." (*The British Journal Of Administrative Management*, February/March 07)

"...if your business experiences politics... this book may be for you." (*EN, the magazine for entrepreneurs*, January 2008)

Review

"Lencioni's theory around alignment is simple and powerful, and could apply to any type of organization, large or small."

--Gary C. Kelly, vice chairman and chief executive officer, Southwest Airlines Co.

"An incisive and insightful look at how companies can recognize and remedy infighting. The tone of Patrick's writing is as warm and readable as the advice itself is sound."

--Michael A. George, chief marketing officer, Dell Inc.

"Lencioni is a master at creating real and tangible company alignment. We're using these principles to rally our people around building a global brand. Huge applause from our entire organization."

--Brian Scudamore, founder & CEO, 1-800-GOT-JUNK?

Users Review

From reader reviews:

Charles Lee:

Information is provisions for those to get better life, information these days can get by anyone with everywhere. The information can be a knowledge or any news even restricted. What people must be consider any time those information which is within the former life are hard to be find than now is taking seriously which one works to believe or which one often the resource are convinced. If you receive the unstable resource then you have it as your main information it will have huge disadvantage for you. All of those possibilities will not happen in you if you take *Silos, Politics and Turf Wars: A Leadership Fable About Destroying the Barriers That Turn Colleagues Into Competitors* as your daily resource information.

George Walker:

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