

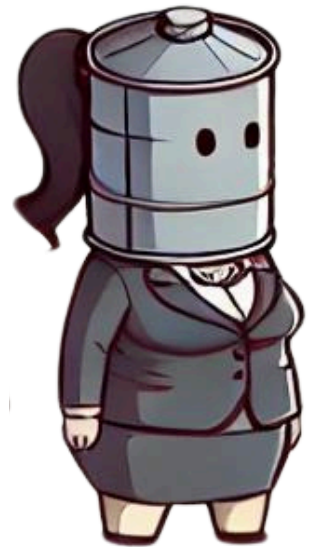
ADVENTURES of the *silos*-people - *Special edition*



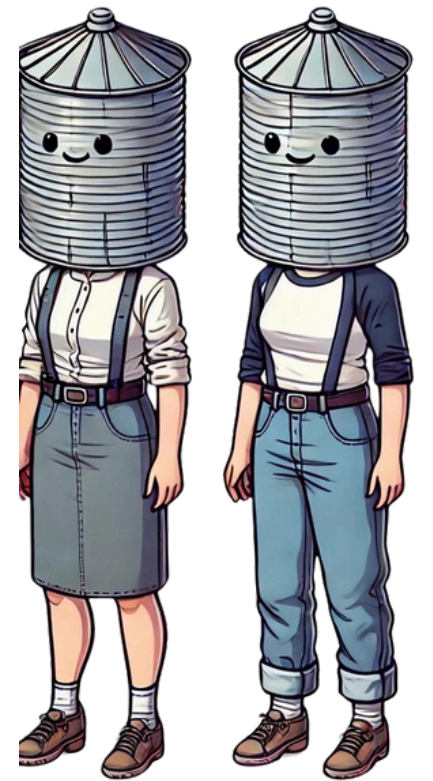
SILO-PEOPLE FAQ

Who are the silo-people ?

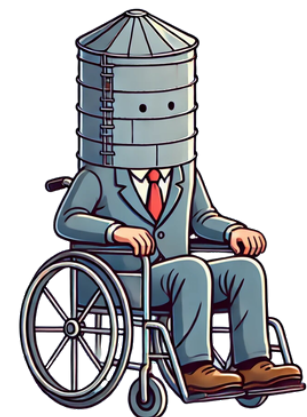
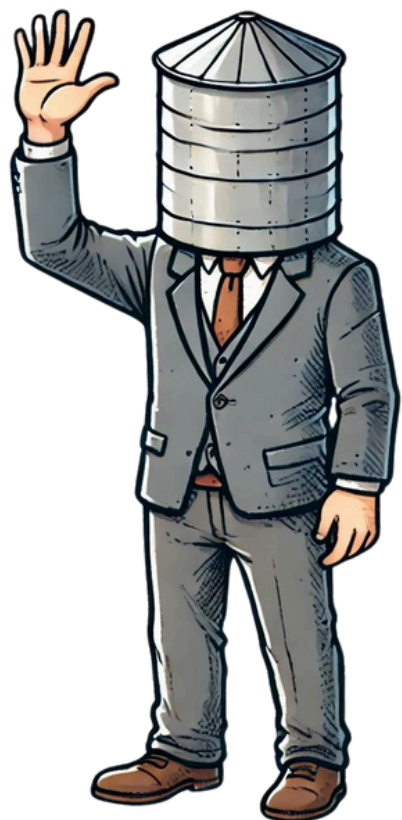
Silo people refer to employees in a company who, at some point, adopt a 'silo mentality': focused on their own team or department, they fail to consider the bigger picture.



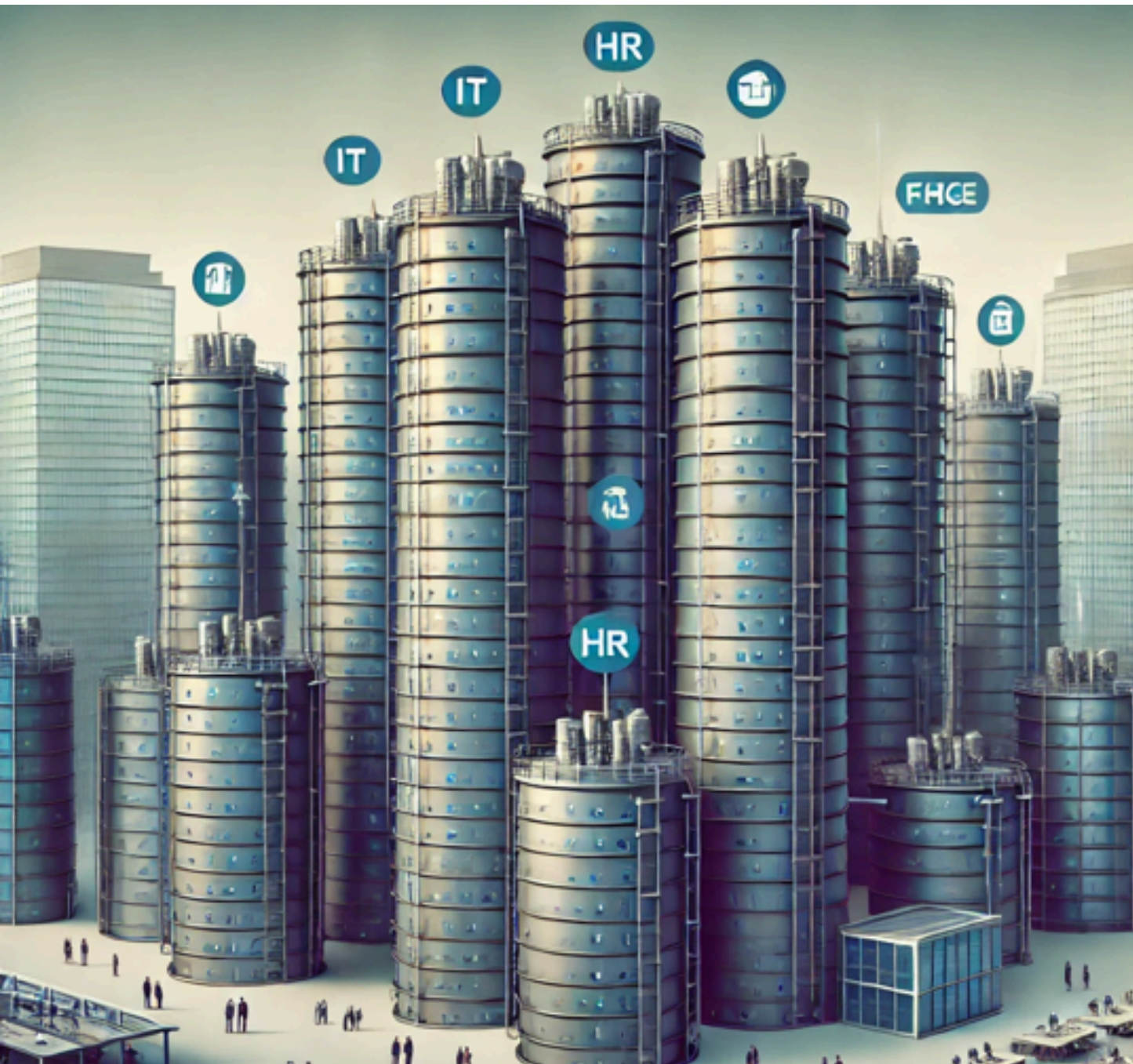
This attitude can lead to problems, extra costs, and other complications, which are the topics of season 1. Next seasons (if any) will bring more nuance.



Silo people do not share a specific profile or characteristic, as this mentality can affect anyone: no one is immune!



In which company do the silo-people work ?



The silo-people work in the **Silo-Company**, a **caricature** of a company where even the buildings themselves are silos representing its departments.

You can also see that there are several departments/silos doing the same thing.

Not everyone in the Silo-Company has a silo mentality, so they are not all silo-people.

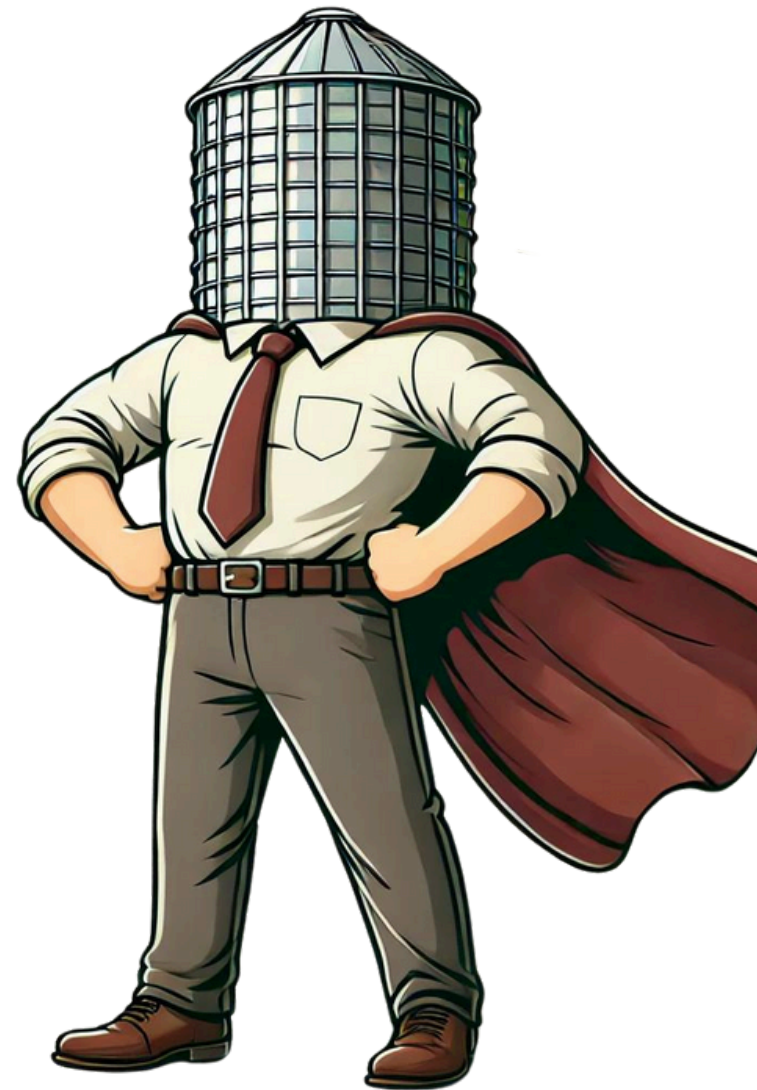
The same person can become a silo-person and then stop being one later on.



What did we want to represent?

With a head in a silo, we wanted to symbolize a closed and opaque mentality, one that doesn't take into account what surrounds it and doesn't seek to see or imagine something bigger.

This can happen to any of us in our daily lives. Even if our means of action remain intact (the arms, body, and legs are still there), we isolate and limit ourselves



Who are we ?



At Komyu, we are dedicated to helping large organizations manage the challenges related to silos.

Our mission is to support these companies in their cross-functional initiatives to reduce the impact of silos and promote seamless collaboration.

We work within programs, task forces, leadership teams, committees, communities of practice, guilds, and more.

With our expertise, we assist you in structuring cross-functional teams, strengthening unifying leadership, and developing collaborative pathways that maximize engagement and performance (both results and value generated).

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Why this topic in particular ?

We have long observed that silos within companies are the source of numerous problems at all levels. However, there was a lack of a medium to address this issue specifically, through characters and stories mostly inspired by real-life situations.

With humor, we aim to shed light on the attitudes and life moments that gradually (or sometimes very quickly!) lead to silo-related problems.

We understand that the silo mentality alone is not responsible for the existence of silos, and our intention is not to blame anyone.

Instead, we seek to raise awareness about mindsets that need to change, complementing the broader efforts of business transformation that we are also undertaking



Who initiated the first season of “Silo-people” ?



Alexandre QUACH

Organization and transformation consultant and methodologist, with experience in transformation programs, organisational coaching of leaders and corporate communities building.



Tiffany LO PICCOLO

Former internal Community Manager for a Competence Center, specialized in Corporate personal branding and internal Communication to strengthen employees' internal presence and foster effective communication within the organization.

Are you the ones doing the drawing?

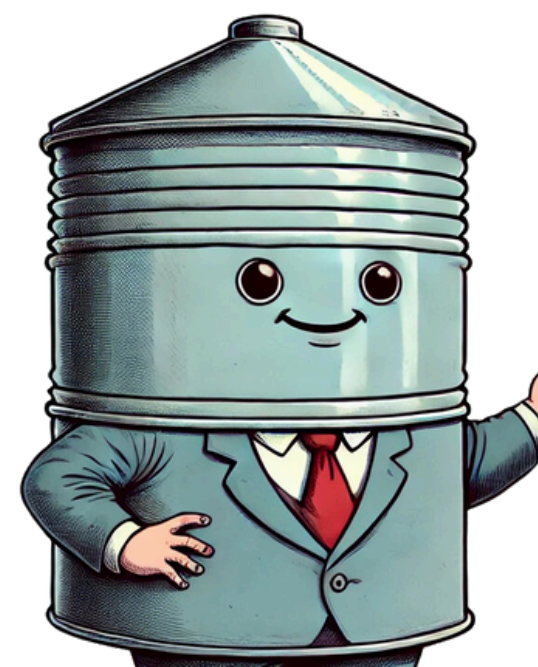
(spoiler: no we're not)

Silo-people started as a **joke intended to test our ability to use generative AI** to create narratives that are more engaging than what we were already producing. We already have a lot of methodological content and testimonials published or in the pipeline, but we lacked humorous, fictional storytelling that allows us to take a step back. It took us less just a few days to create the first episodes.

So no, we are not drawing Silo-people; that's probably why there could be inconsistencies in the representation of the silo-shaped heads.

For the first episodes, the scenarios are written by our team (we are not comic book professionals at all; our background is more in organizational consulting or soft skills coaching).

The next experiments with AI might involve generating scenarios including humor, irony, and stories that evoke strong experiences.



How can we participate to the silo-people adventure or help you ?

1. All your feedbacks are welcome
2. You can help us by sharing these webcomics with like-minded people
3. You can write to us your own silo-people anecdotes or themes you would like to see in this webcomics (for obvious reasons of confidentiality, stories are anonymized and transformed, and we let inspiration sources review stories whenever we can)
4. You can talk or share about Komyu and our services. Our job is to help companies turn silos into networks. We may help you on cross-functional programs or initiatives !

