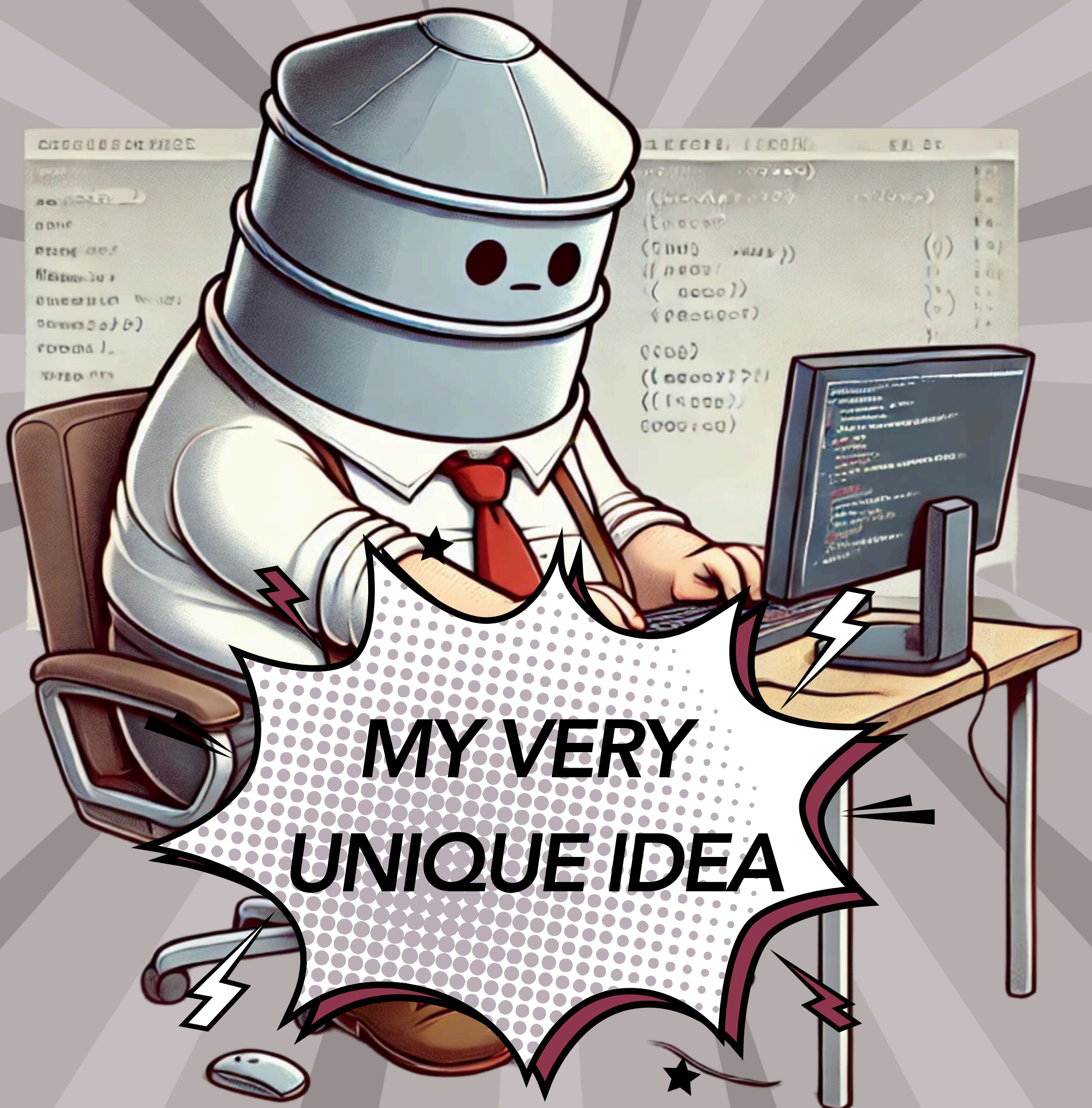


# ADVENTURES of the *silos*-people S1 - Ep 1





# *The end of a laborious cycle...*

EIGHT MONTHS THAT MY TEAM AND I  
HAVE BEEN CODING THIS PROJECT. WE  
MANAGED TO KEEP IT A SECRET SO WE  
WOULDN'T HAVE THE SPOTLIGHT STOLEN!







I STILL REMEMBER THIS MAGIC MOMENT  
WHEN I HAD THE SPARK OF GENIUS...

A MOMENT NOBODY ELSE COULD HAVE  
HAD!

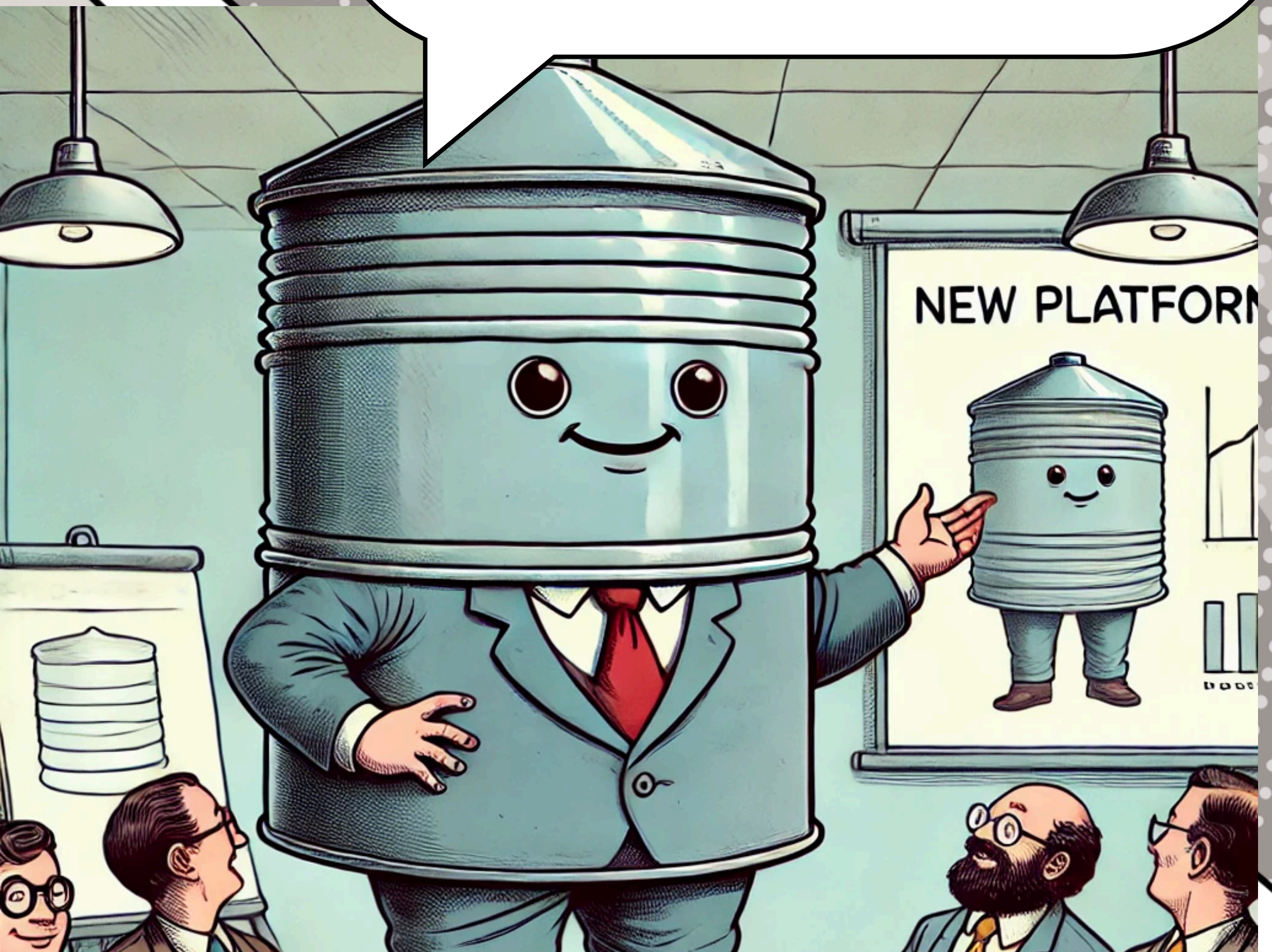


STILL A FEW MORE DAYS AND I  
WILL FINALLY GET THE  
RECOGNITION I DESERVE !





LADIES AND GENTLEMEN,  
HERE IS THE NEW PLATFORM WE  
HAVE CREATED; REVOLUTION OF THE  
CENTURY FOR OUR COMPANY!

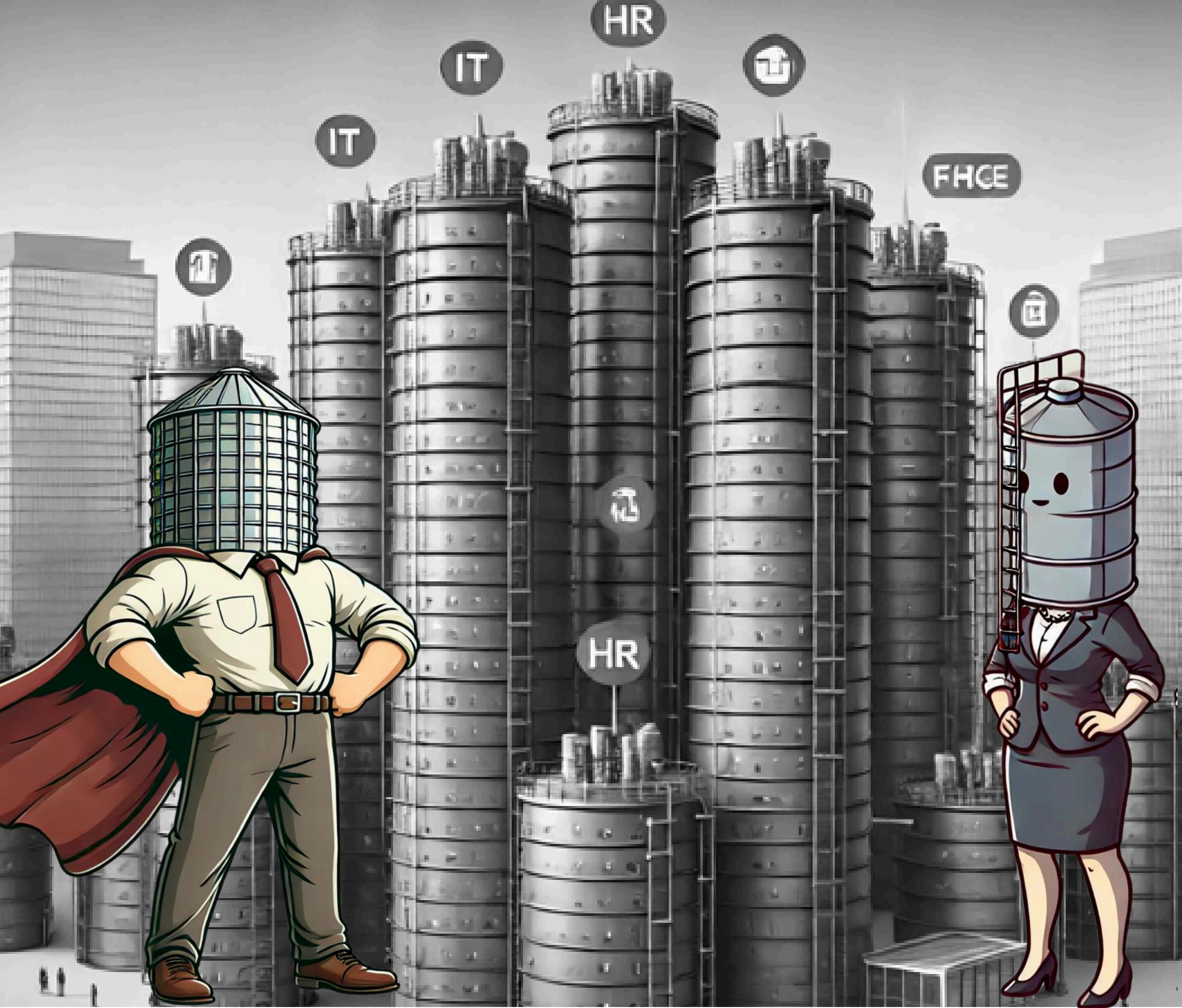




AHA, THIS LOOKS LIKE WHAT THEY  
RELEASED IN THE DEPARTMENT  
NEXT DOOR A YEAR AGO!  
YOU'RE USING THEIR CODE BEHIND  
THE SCENES, AREN'T YOU?



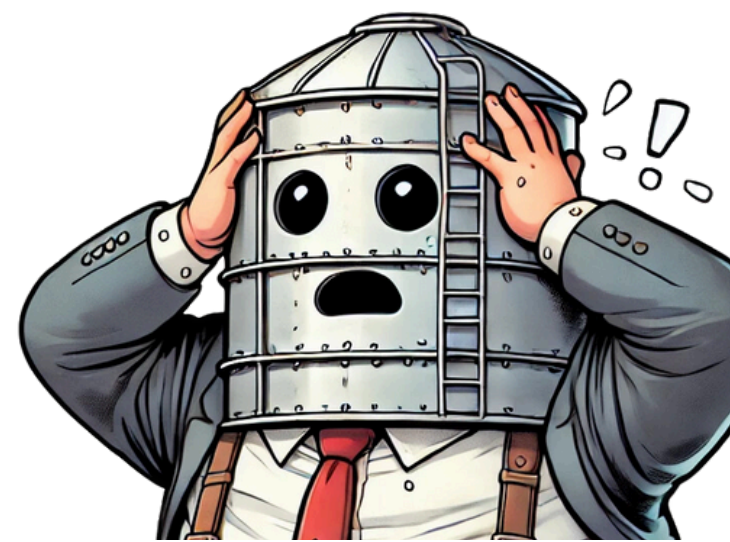




# ADVENTURES of the *silo-people*



*Webcomics about silo-ed  
workplaces and silo mentality*



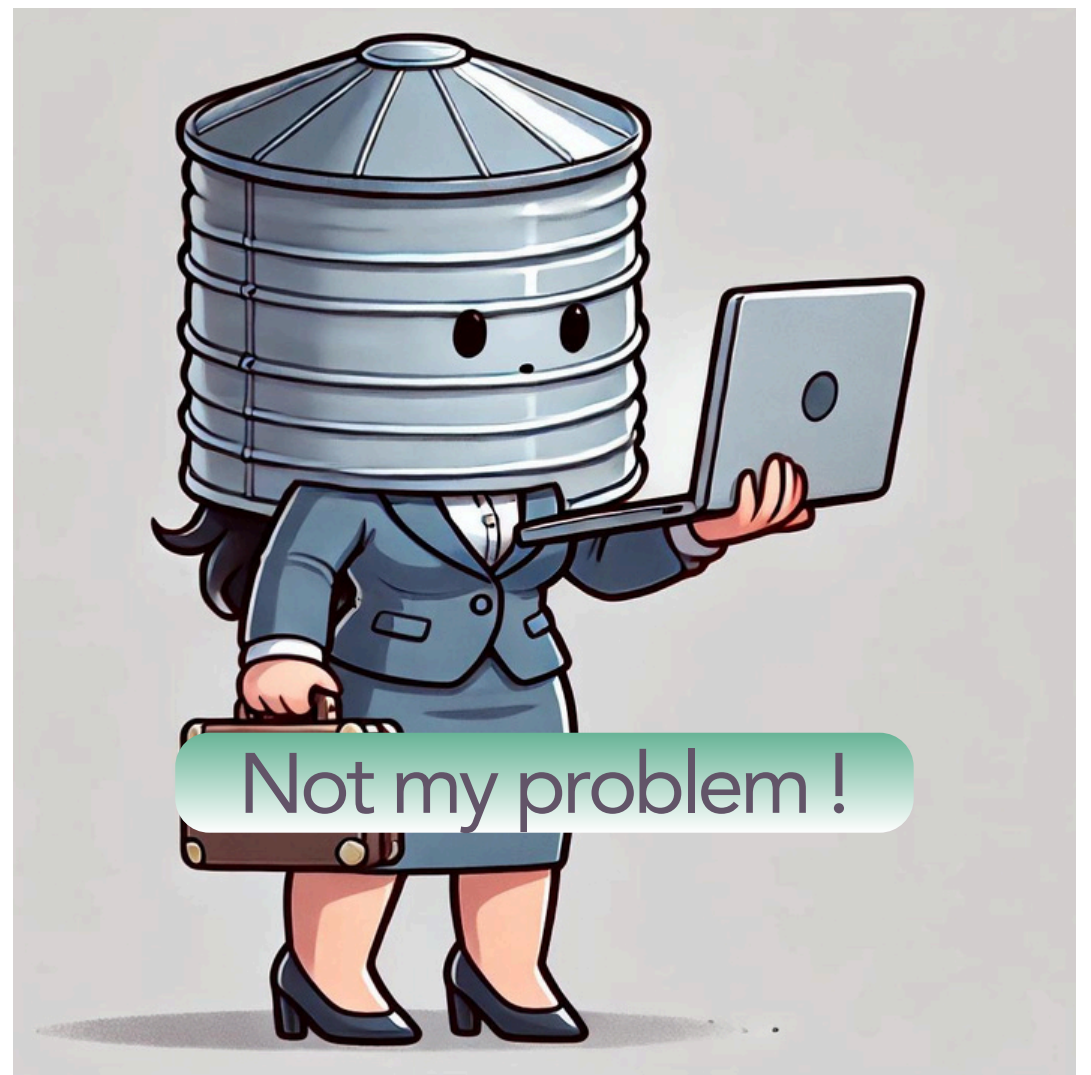
A webcomic by  KOMYU



# Coming next :



*All the questions you may have about silo-people*



*Pushing problems out of one's silo and sweeping them under the organization's rug*



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

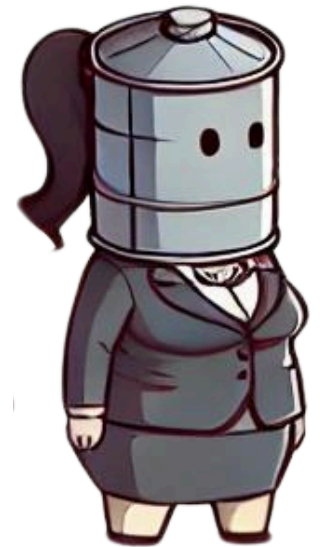


SILO-PEOPLE FAQ

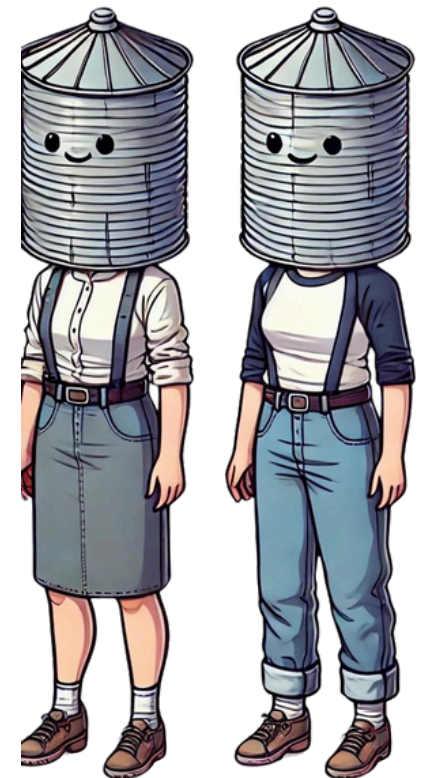


# Who are the silo-people ?

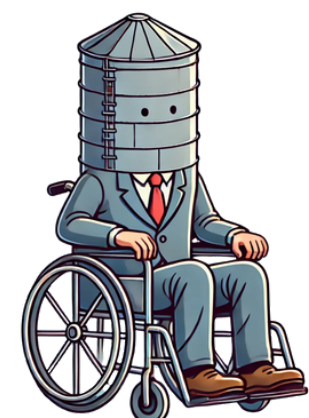
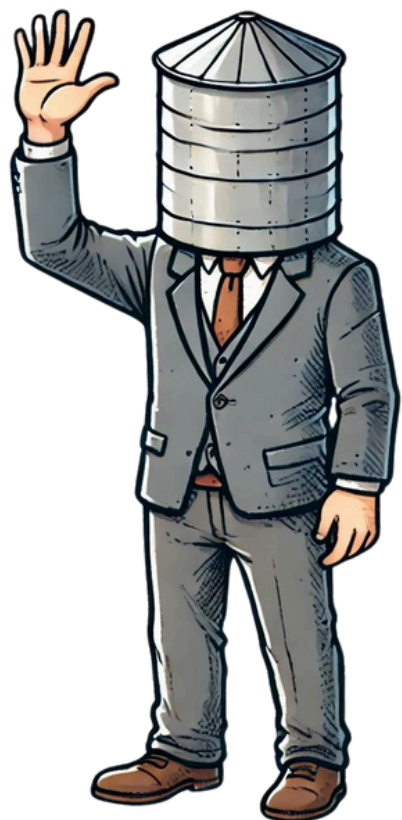
Silo people refer to employees in a company who, at some point, adopt a 'silo mentality': focused on their own team or department, they fail to consider the bigger picture.



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.

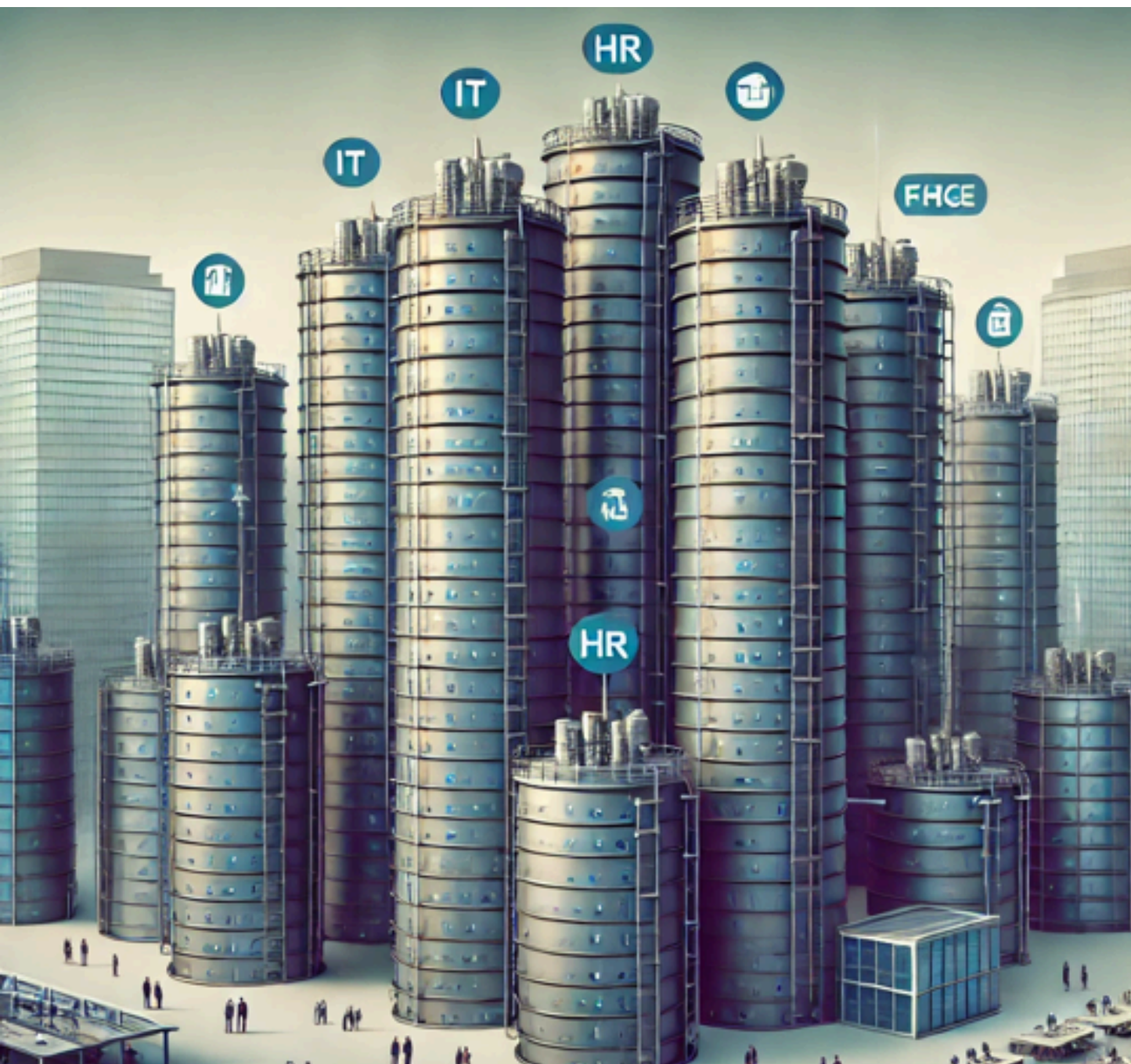


Silo people do not share a specific profile or characteristic, as this mentality can affect anyone: no one is immune!





# 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.

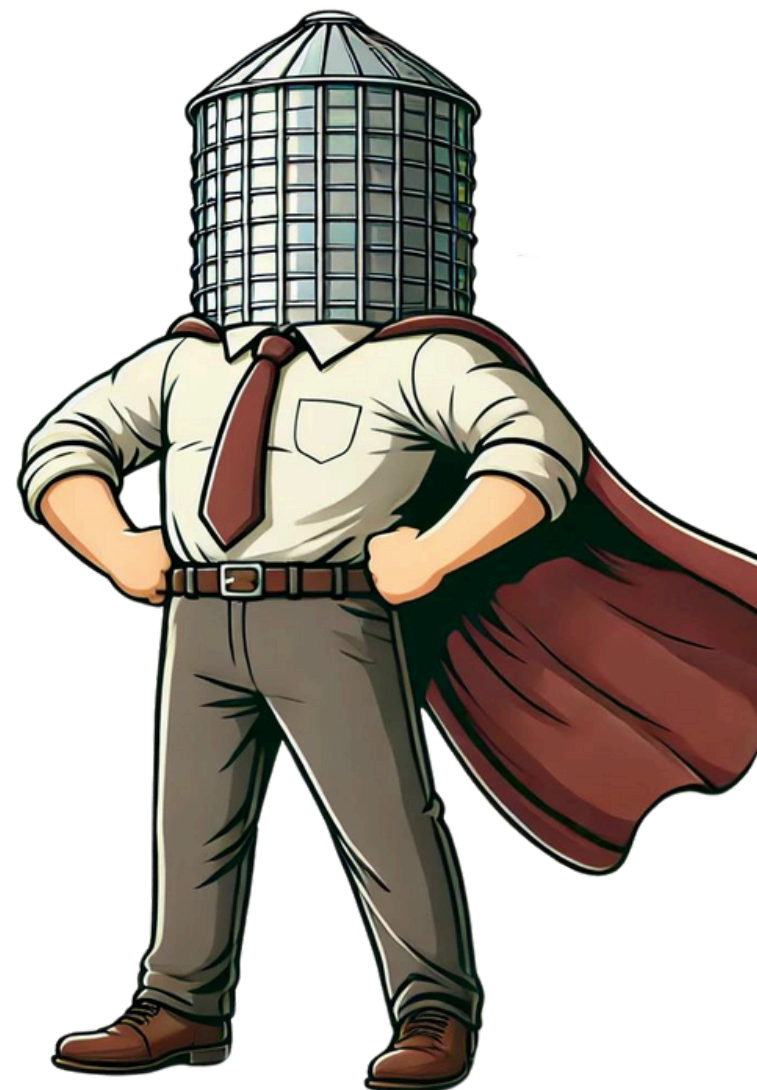




# *What did we want to represent?*

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).

[contact@komyu.fr](mailto:contact@komyu.fr)  
[komyu.fr](http://komyu.fr)



# *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?***

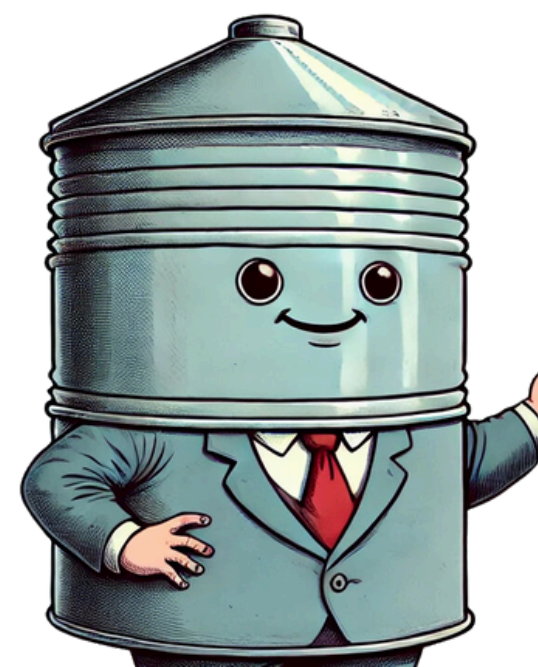
*(spoiler: no we're not)*

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 !





# **More episodes coming !**

## **List of Season 1 episodes**

- 1. My very unique idea**
- 2. Not my problem**
- 3. Is it worth asking?**
- 4. A new (cross-functional) hope**
- 5. We'll be faster on our own**
- 6. My precious...data**
- 7. What if I share my knowledge ?**
- 8. Who's gonna pay for that ?**
- 9. When two silo-managers meet**
- 10. Career plan**
- 11. The good format is our format**
- 12. Credits go to the self-made team**



**ADVENTURES of**  
**the *silos*-people**    *S1 - Ep 2*





HELLO,

IS THERE SOMEONE TO TAKE CHARGE OF  
INTERFACE X BETWEEN DEPARTMENT A,  
DEPARTMENT B AND DEPARTMENT C? THE  
AUDITING FIRM MENTIONED IMPORTANT  
SECURITY RISKS FOR OUR PRODUCT. TO BE  
TAKEN CARE OF.

THANKS,  
THE BIG BOSS

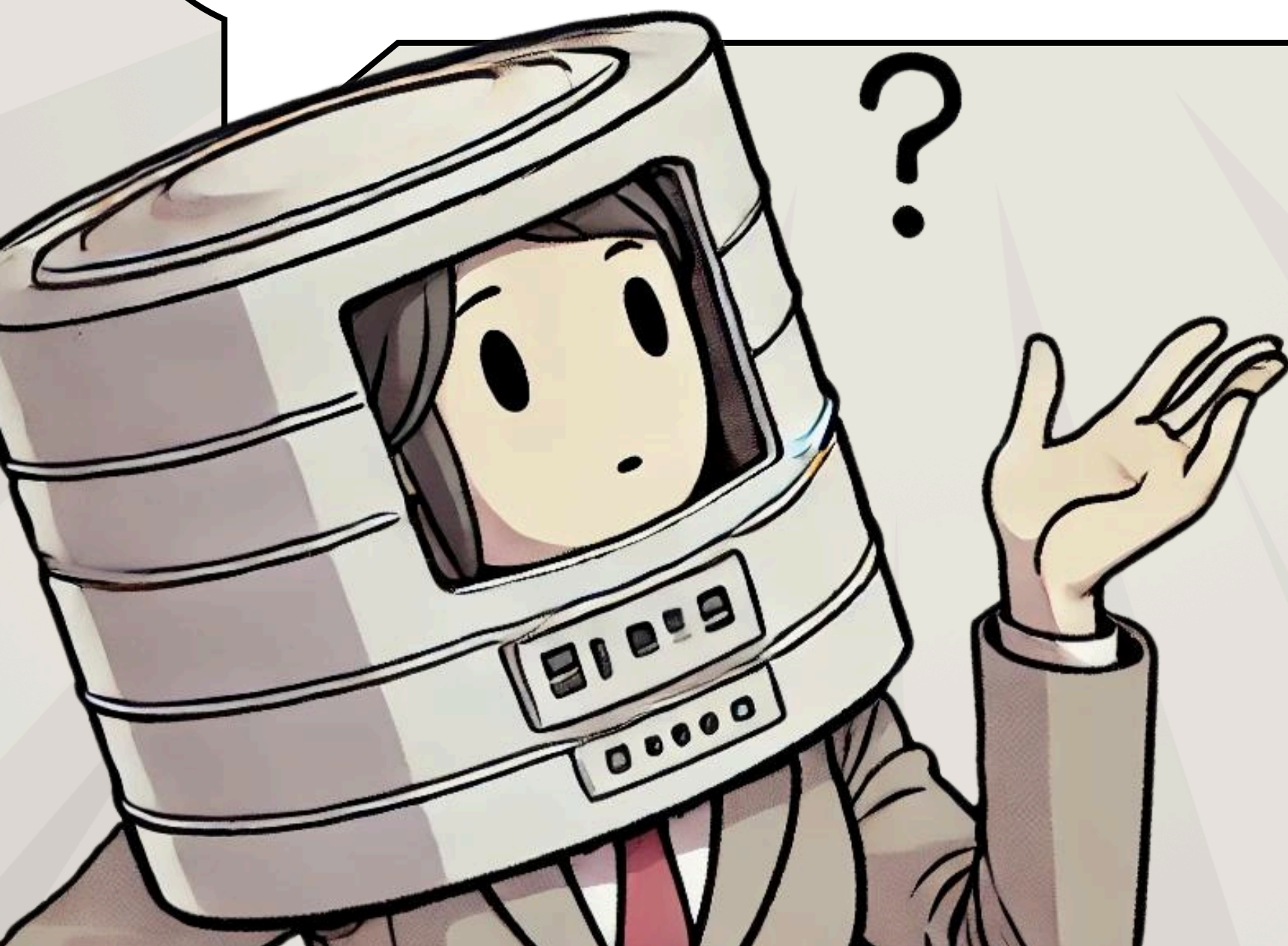




HMM, DON'T KNOW WHAT TO DO.  
LET'S THINK BEYOND SILOS FOR A MOMENT.

IF I'M THE FIRST TO ANSWER, MY BRANCH  
COULD RISK BEARING THE COST OF MANAGING  
THIS MATTER, AND WE'RE DEFINITELY BUSY  
RIGHT NOW! PLUS IT'S A RISK: THERE'S  
EVERYTHING TO LOSE, AND NO HERO-CREDITS  
IF WE WIN.

BUT IF I LET OTHERS TAKE IT AND FAIL, I  
COULD BE THE SAVIOR IF A PROBLEM REALLY  
HAPPENS.

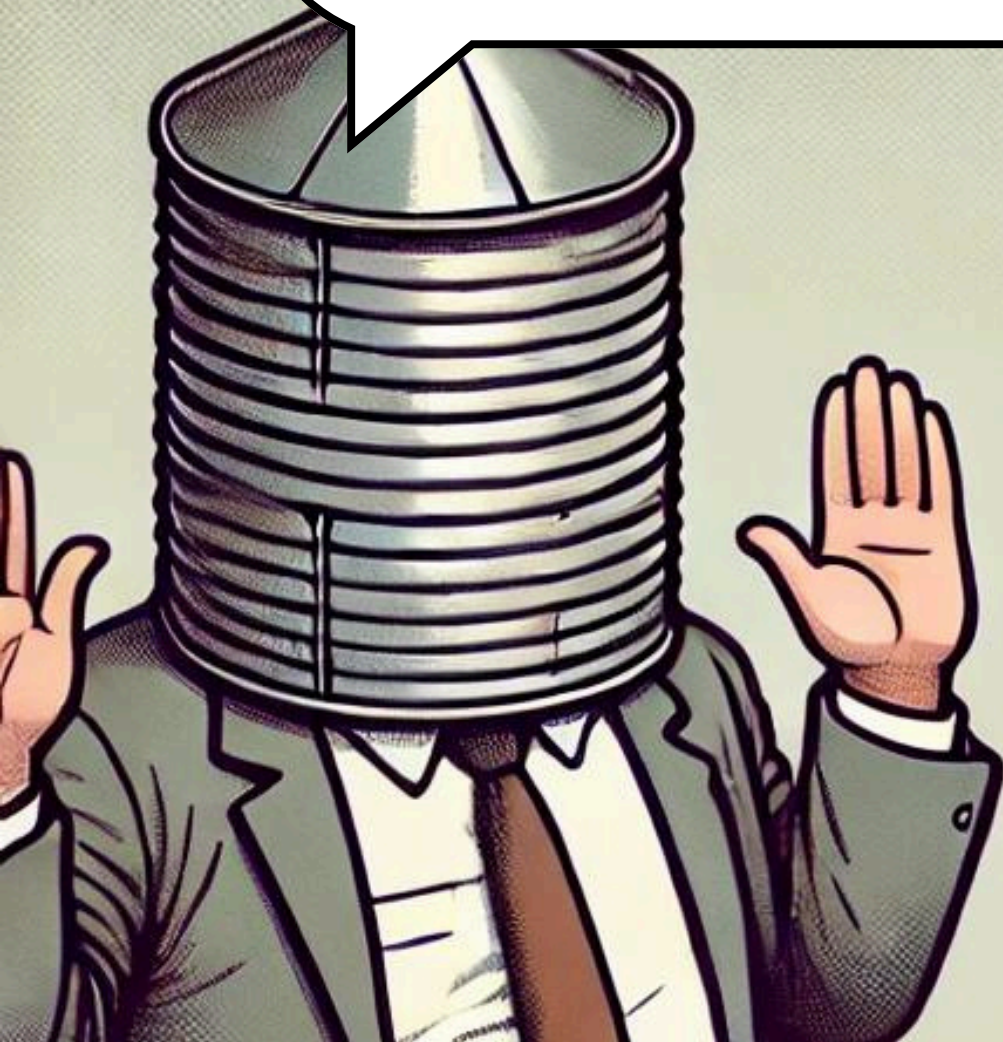




BUT I KNOW WHAT TO EXPECT  
FROM OTHERS IF I INSIST  
THAT IT'S A COLLECTIVE ISSUE  
TO SHARE...

NOT OUR PROBLEM!  
OUR HANDS ARE  
CLEAN!

NEITHER OURS!  
OUR SCOPE IS  
WELL-DEFINED



BOSS OF  
DEPARTMENT B

BOSS OF  
DEPARTMENT C





LET'S AT LEAST  
PRETEND THAT WE  
INVESTIGATE...

(ANSWER TO BIG BOSS)

CC: BOSSES OF DEPARTMENT B & C

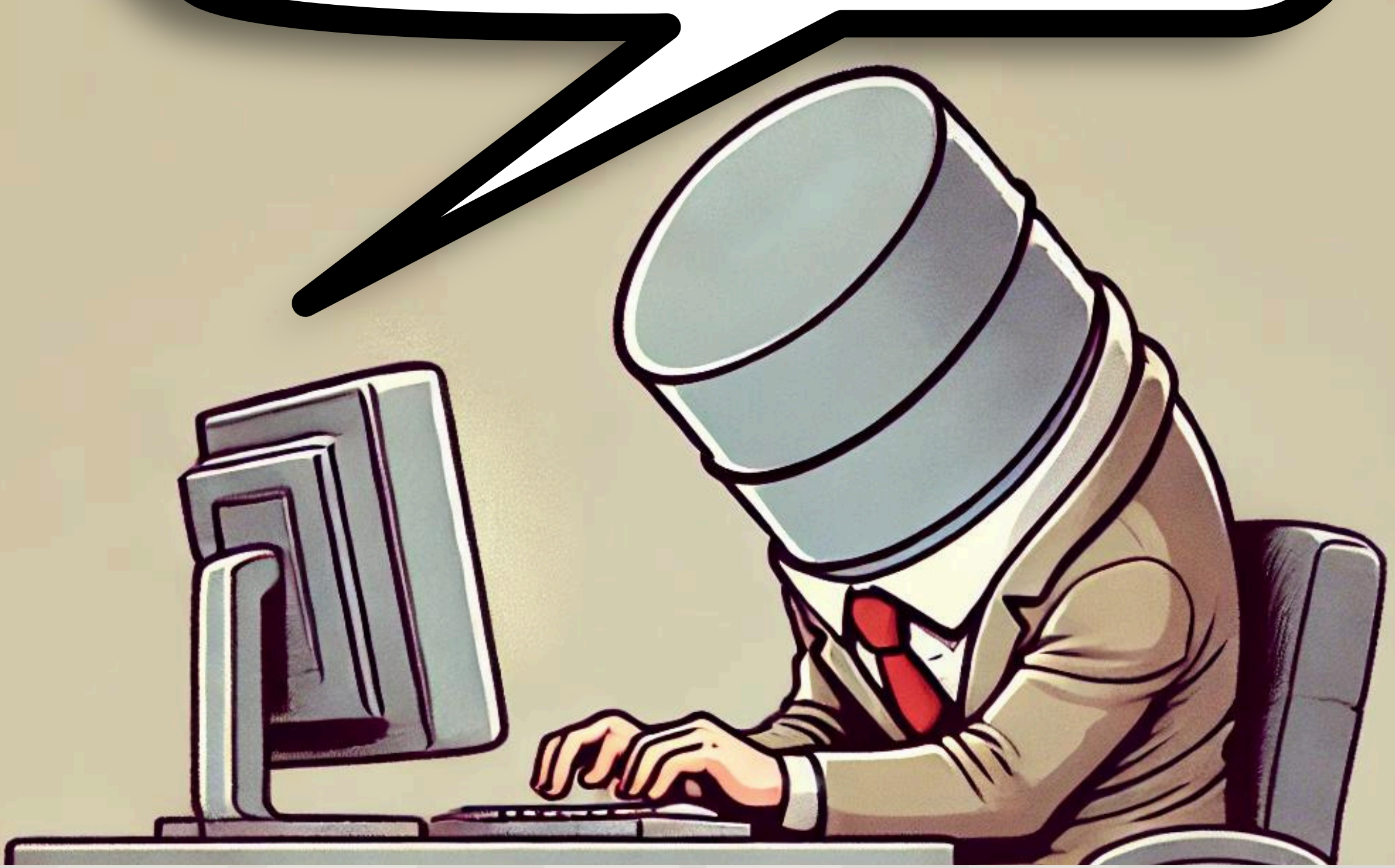
DEAR BIG BOSS,  
AS DEPARTMENT A, WE HAVEN'T FOUND  
ANYTHING DONE WRONG ON OUR SIDE, BUT  
WE'LL LAUNCH ANOTHER INTERNAL  
INVESTIGATION. WE WILL BE READY TO ACT  
AFTER DEPARTMENTS B & C TAKE CARE OF  
THE CASE.

BEST REGARDS



REPLY-TO-ALL FROM DEPARTMENT B:

DEAR ALL,  
I'D LIKE TO THANK DEPARTMENT A FOR  
BEING SO REACTIVE. I ALSO ASSURE  
THAT DEPARTMENT B HAS COMMITTED TO  
EXCELLENCE IN ALL ITS ASSIGNED SCOPE  
SINCE THE BEGINNING, AND THAT THE  
TOPIC MOST PROBABLY FALLS TO THE  
HANDS OF DEPARTMENT C.  
KIND REGARDS







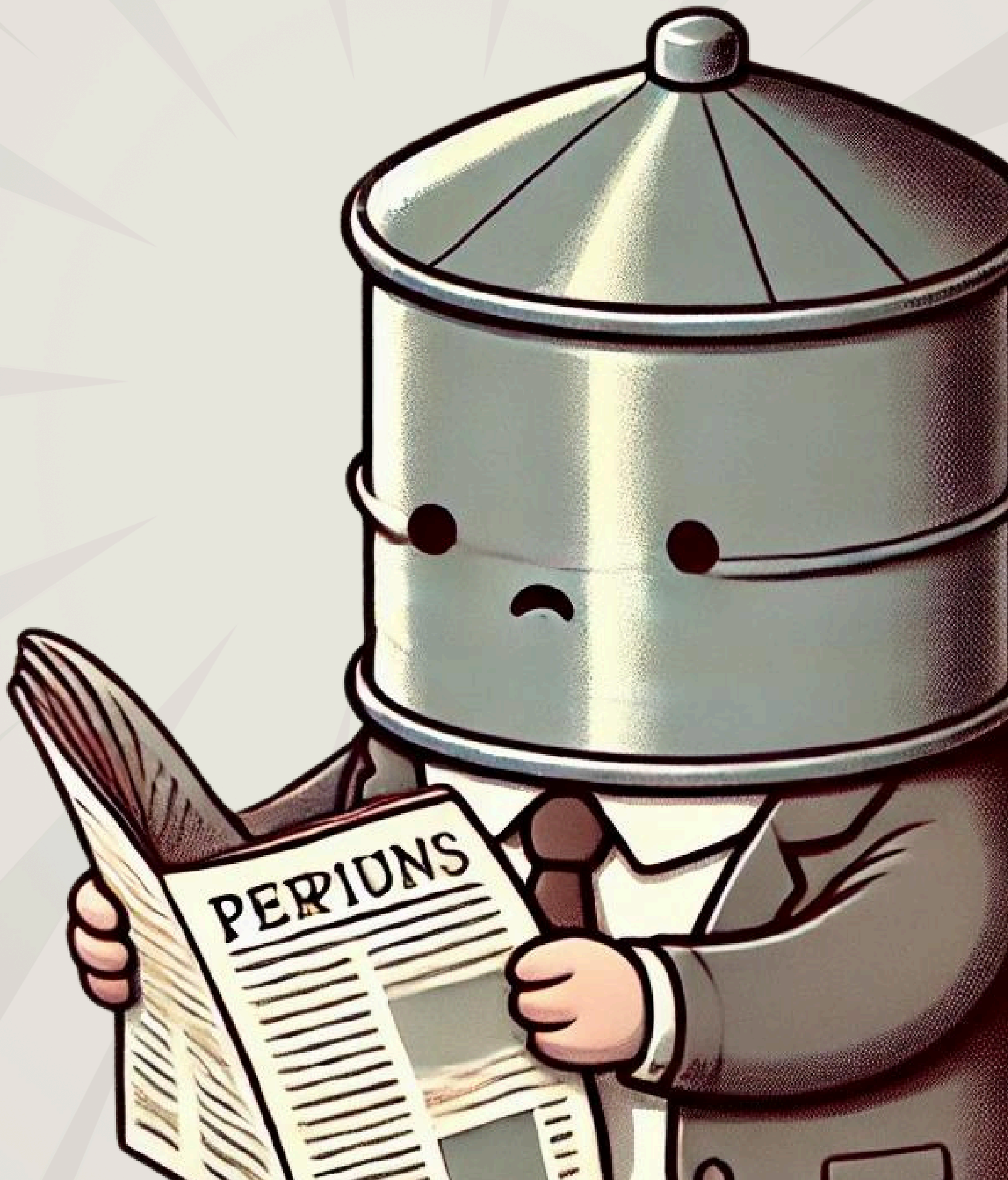
REPLY-TO-ALL FROM DEPARTMENT C:

DEAR BIG BOSS, DEPARTMENT A AND DEPARTMENT C.

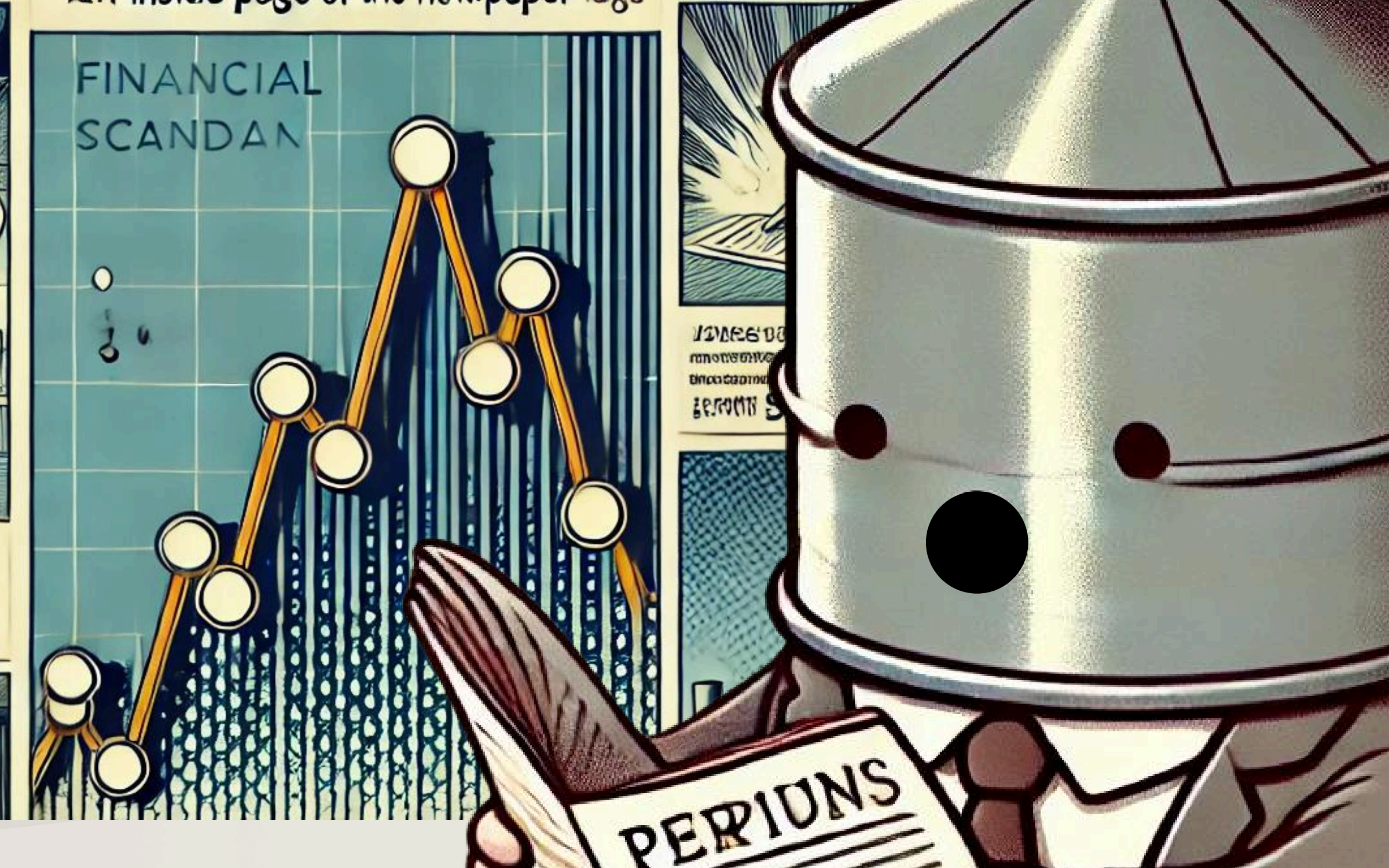
I AM SO THRILLED TO WORK WITH COUNTERPARTS THAT ARE SO REACTIVE AND WITH A WIDE VISION. AS ALWAYS, DEPARTMENT C, IN LINE WITH OUR PERFECT WORK HISTORY, IS READY TO TAKE CARE OF THE MATTER AS SOON AS INVESTIGATION OF DEPARTMENT A PROVIDES RESULTS.  
REGARDS.



**1 YEAR LATER ...**



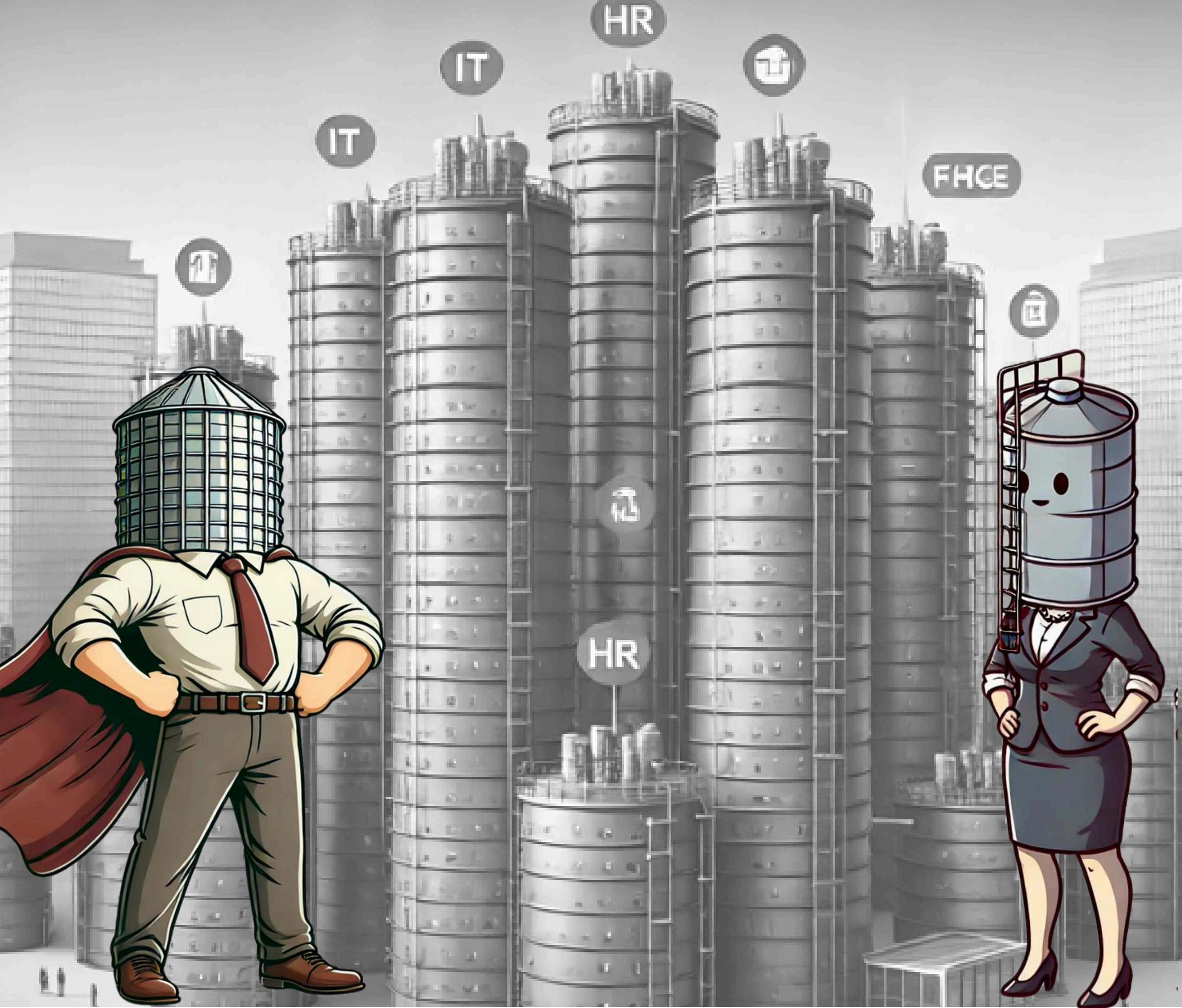




**INDUSTRIAL SCANDAL : MASSIVE  
RECALLS FROM THE SILO  
COMPANY. STOCK PRICES HIT A  
RECORD DROP IN YEARS.**

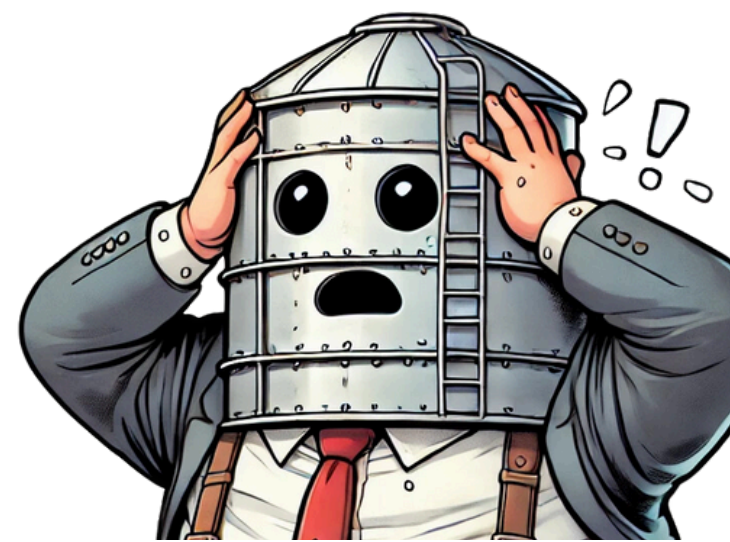
**ACCORDING TO INVESTIGATIONS,  
'APPARENTLY, IT WAS NOBODY'S  
RESPONSIBILITY'.**





# ADVENTURES of the *silo-people*

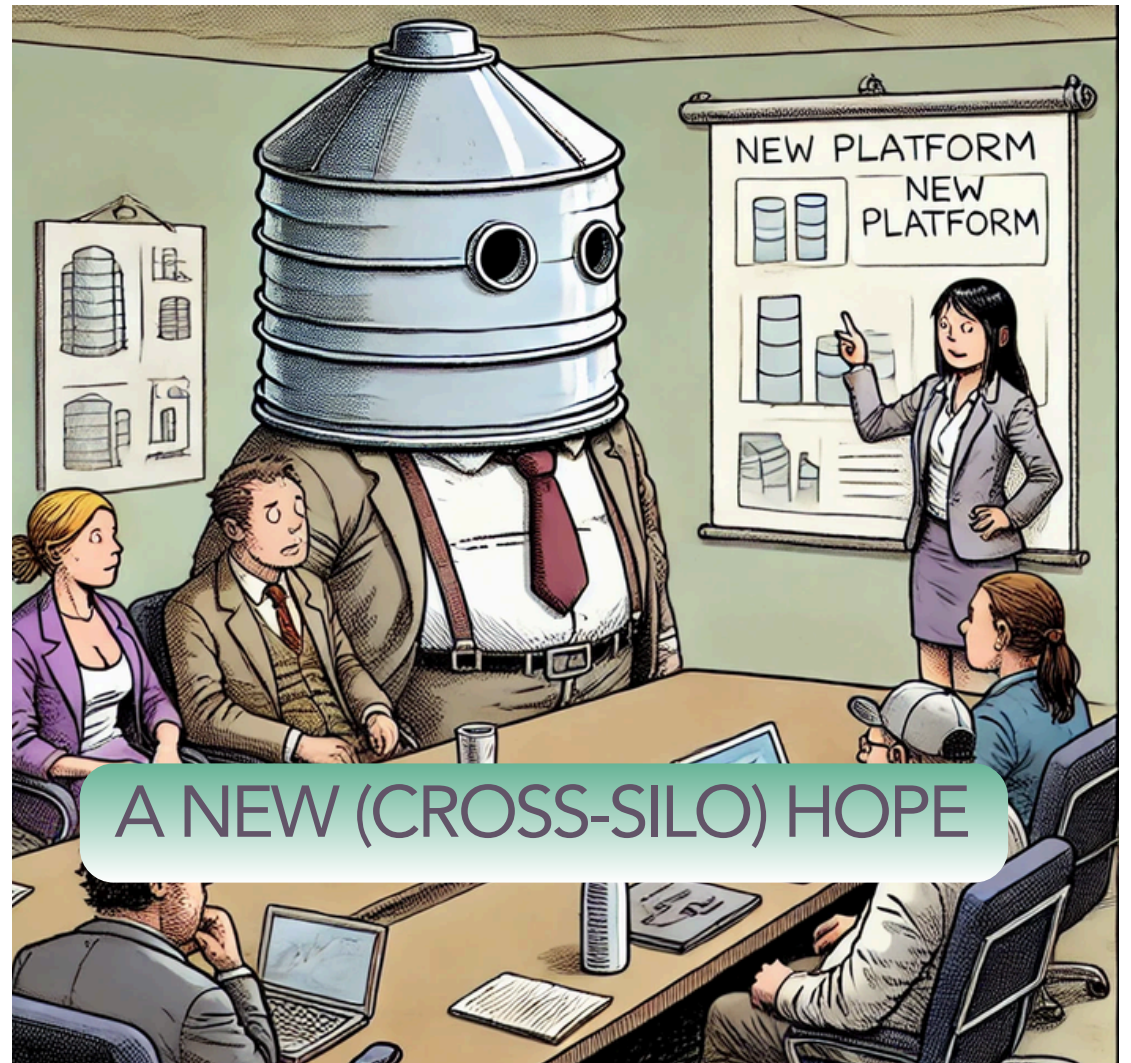
*Tales of the silo-mentality in  
the workplace*



A webcomic by  **Komyu**



# Coming next :

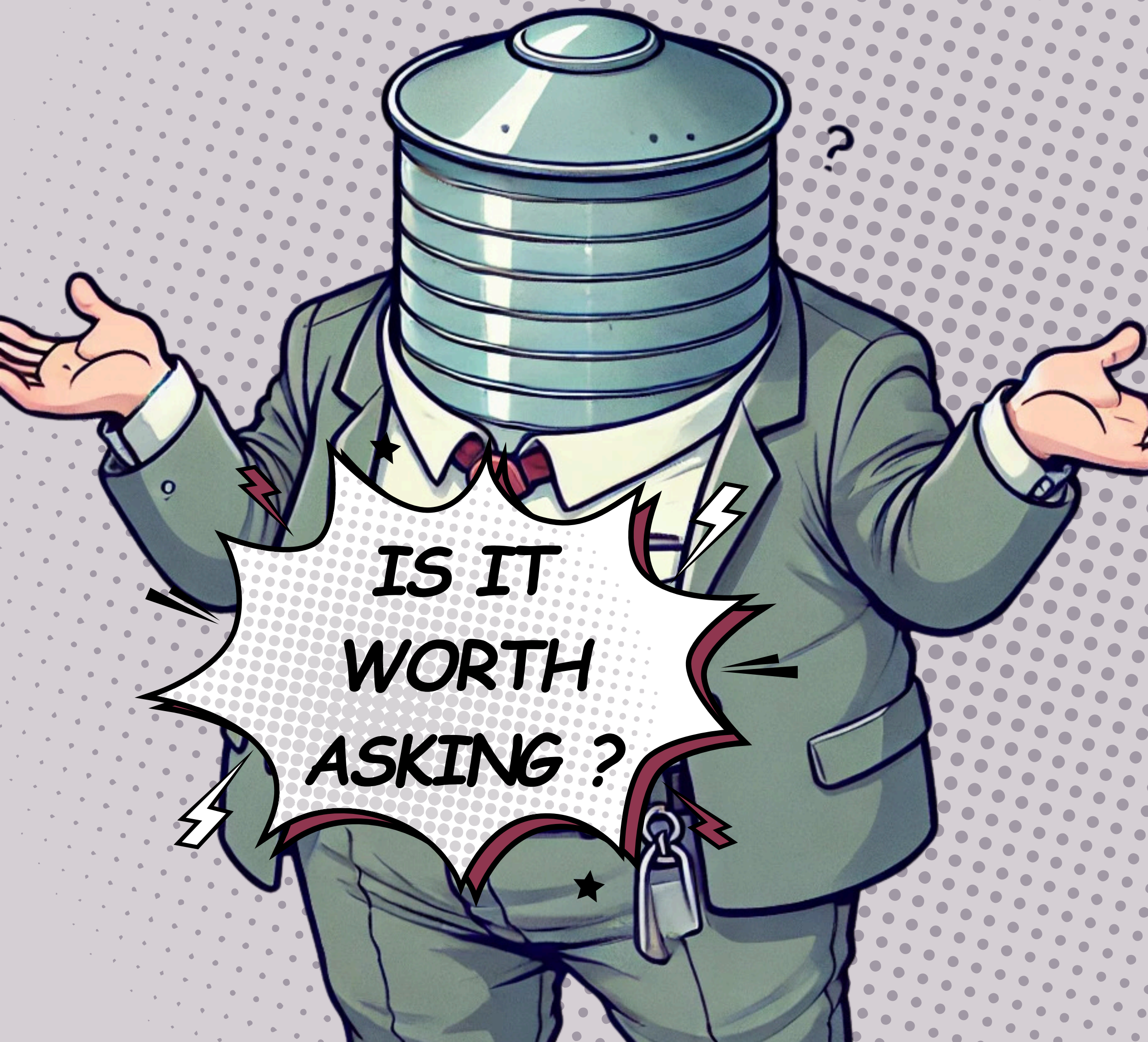


*Should we ask if something already exist in the company ?*

*Why bother optimizing globally when you can improve locally ?*



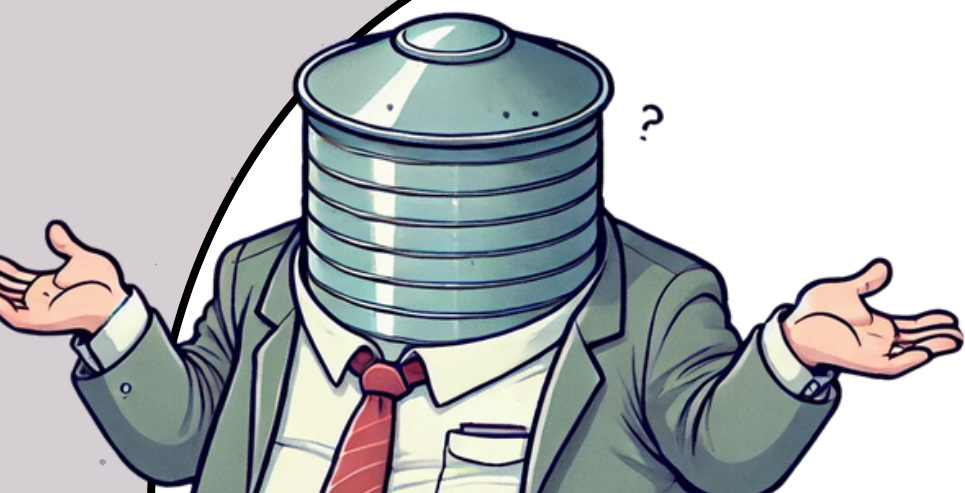
**ADVENTURES of**  
**the *silos*-people**    **S1 - Ep 3**



**IS IT  
WORTH  
ASKING ?**

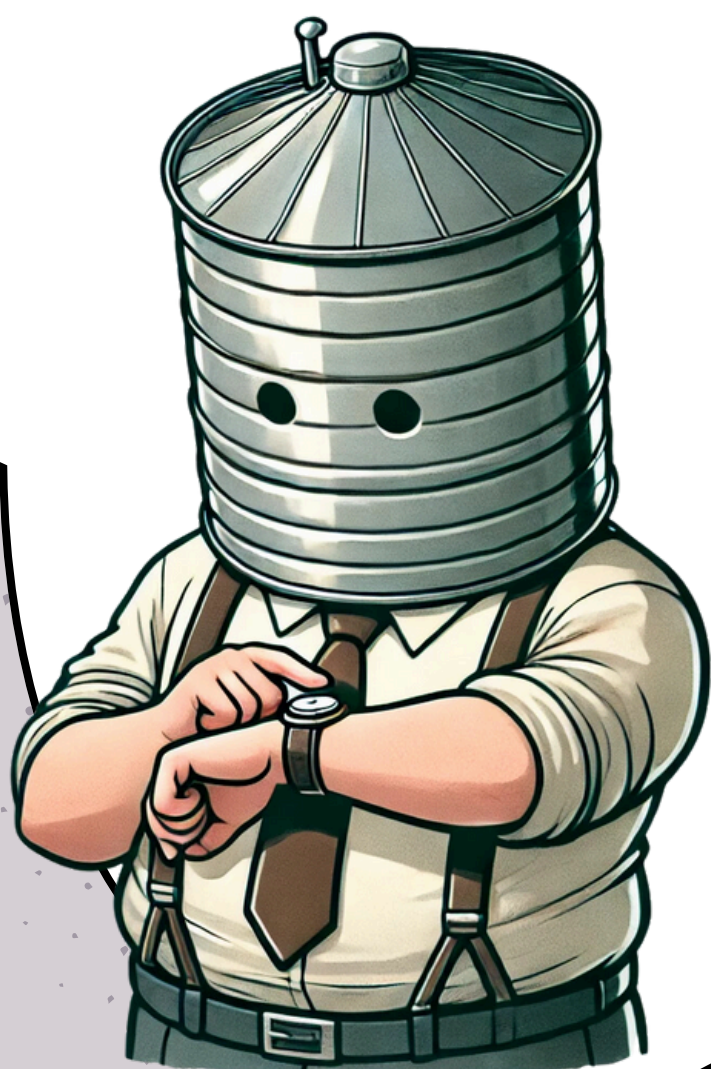
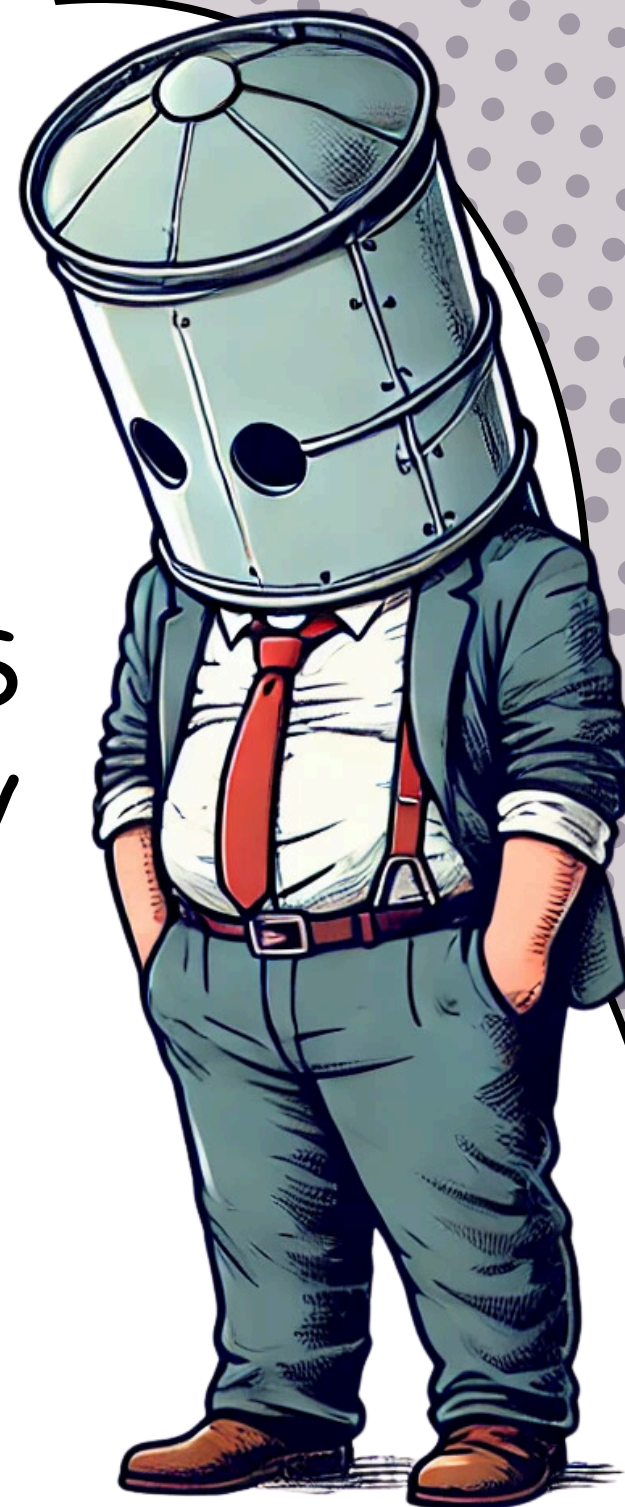


# *In the imagination...*



HAVING TO  
FIND THE  
RIGHT  
PERSONS

FACING LACK OF ANSWERS  
BECAUSE EVERYONE IS BUSY

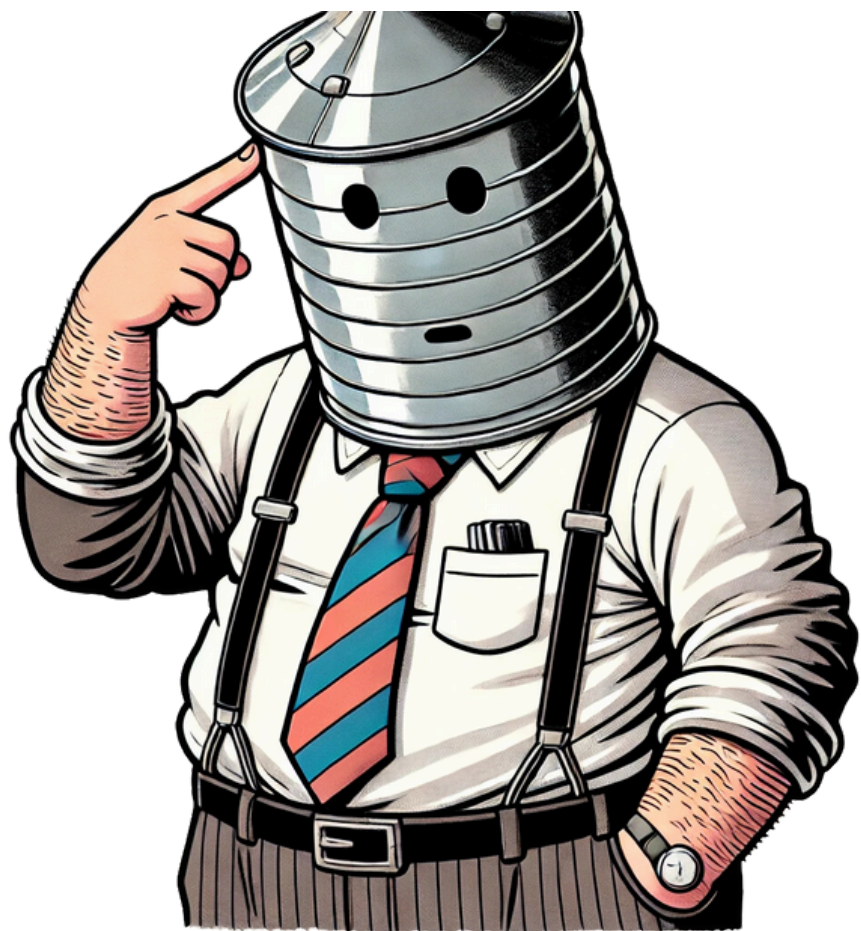
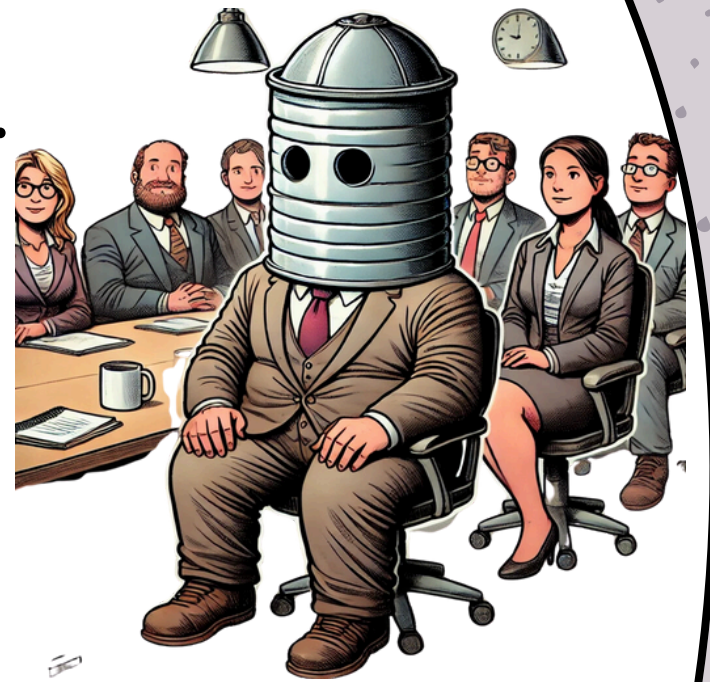


GETTING  
DELAYED FROM  
THE START OF  
THE PROJECT



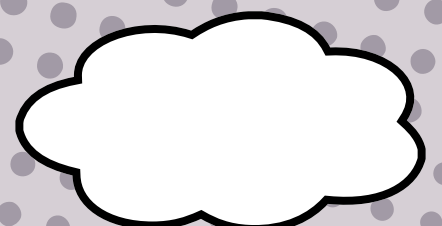
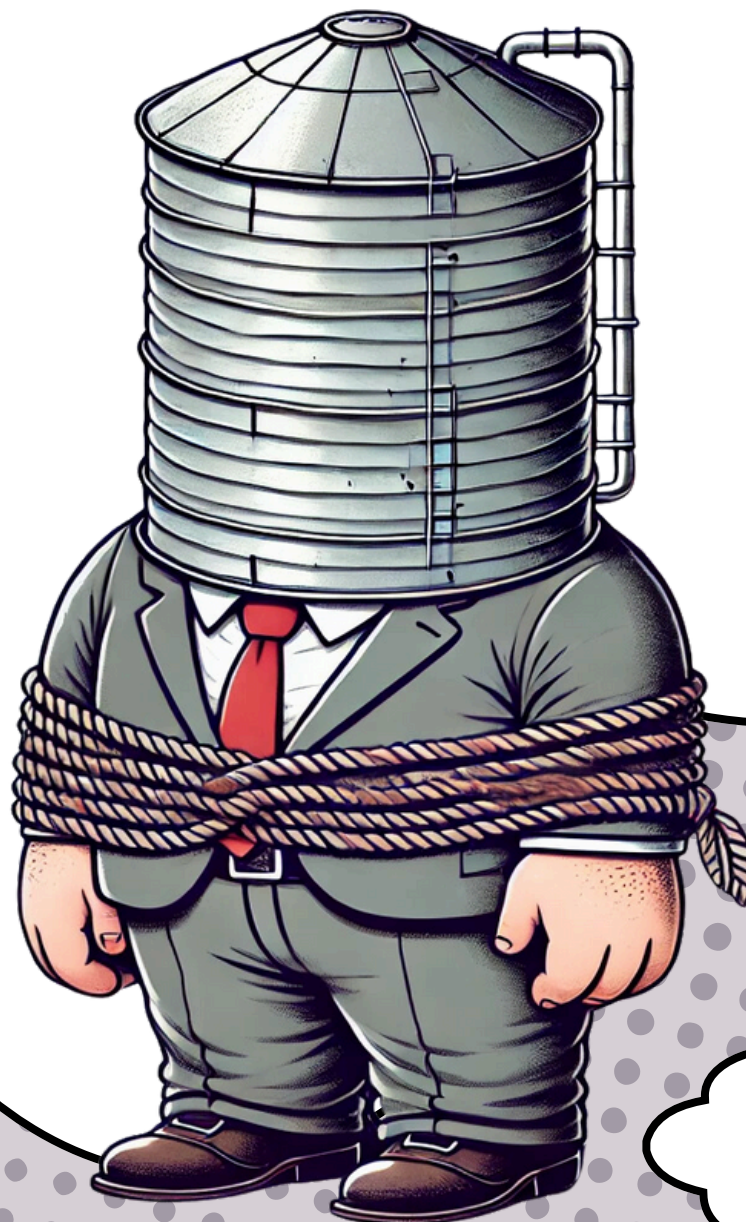


HAVING TO ACCEPT THAT  
I'M NOT "THE ONLY  
GENIUS" IN MY FIELD



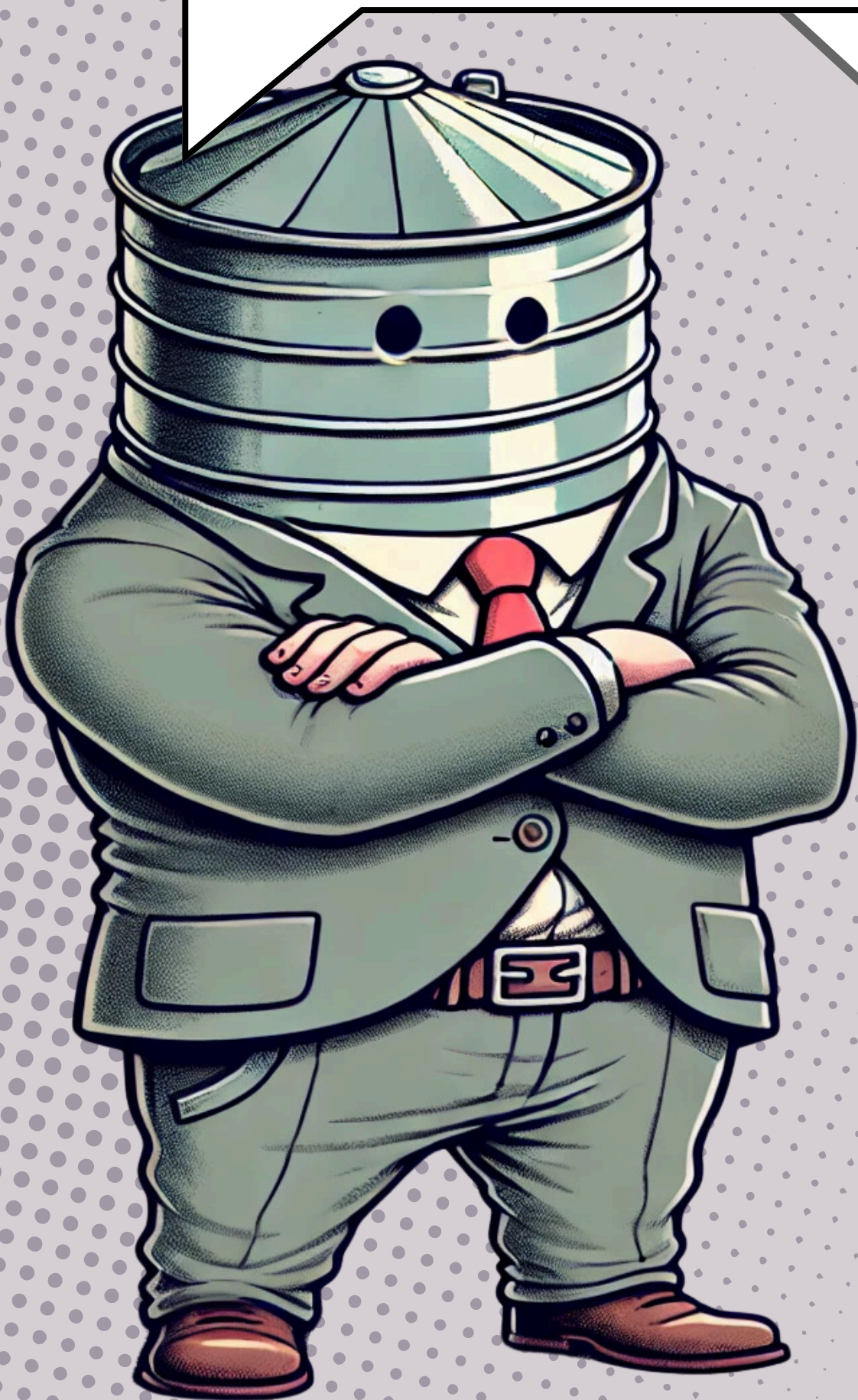
HAVING TO  
UNDERSTAND  
SOMEBODY ELSE'S WORK

NOT HAVING  
100% OF  
CONTROL

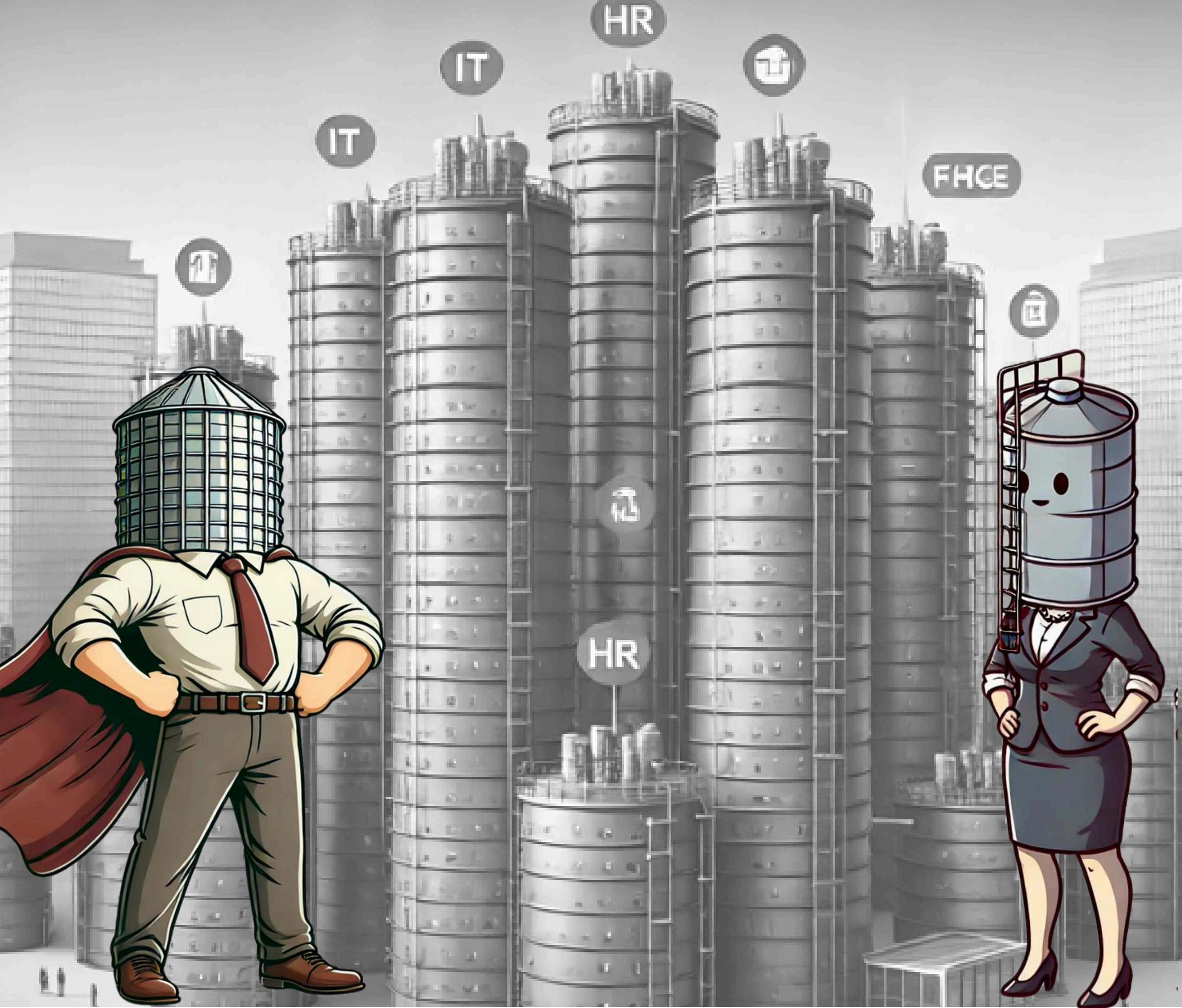




WELL, I'M NOT GOING TO ASK IF MY IDEA  
ALREADY EXISTS IN THE COMPANY...  
LET'S GET A BUDGET, START WORKING  
AND WE'LL SEE AFTER WE'RE FINISHED.

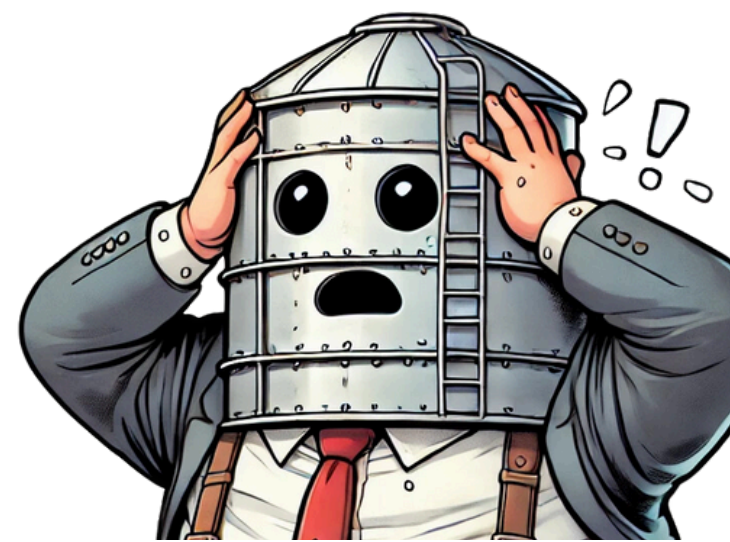






# ADVENTURES of the *silo-people*

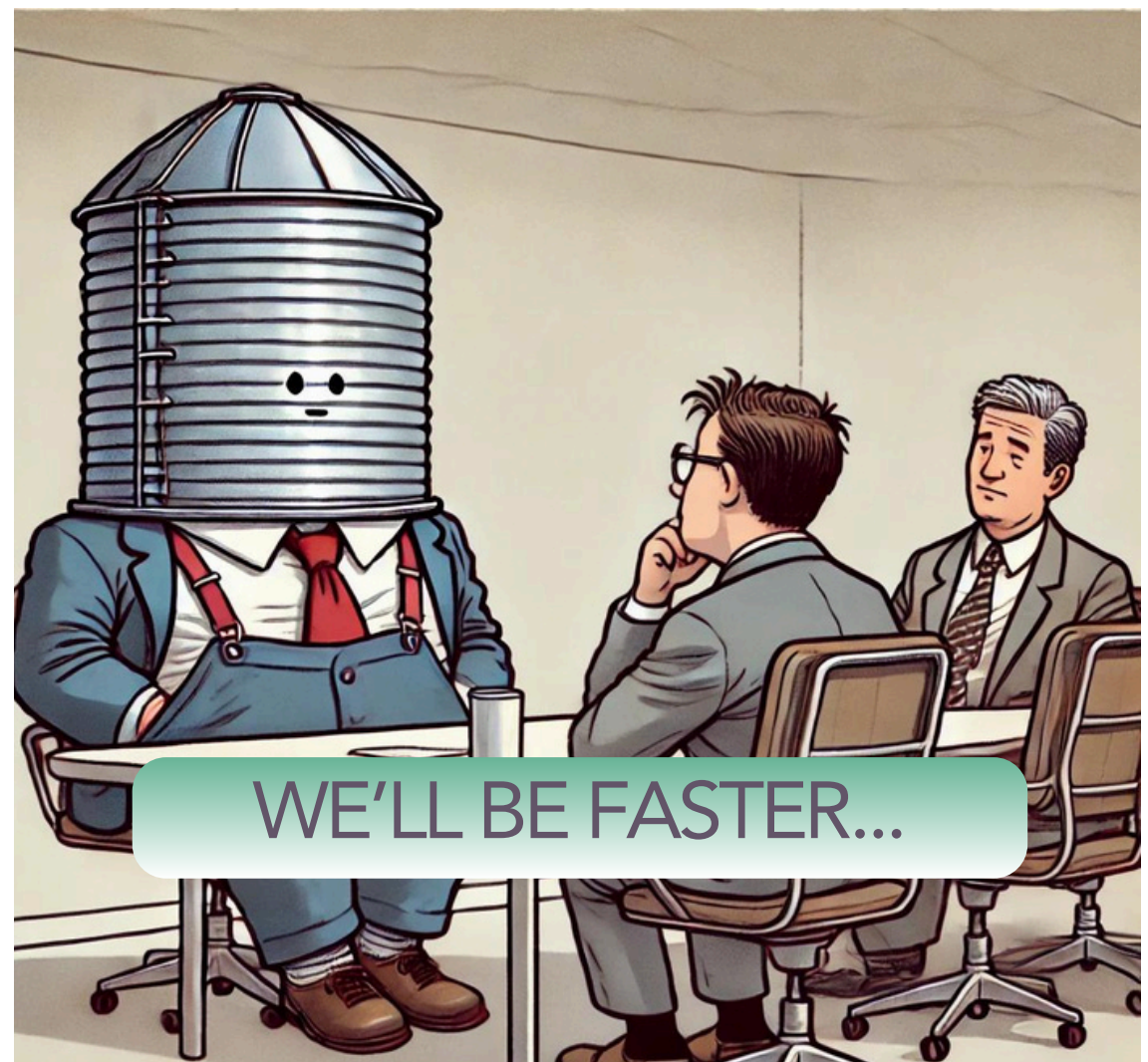
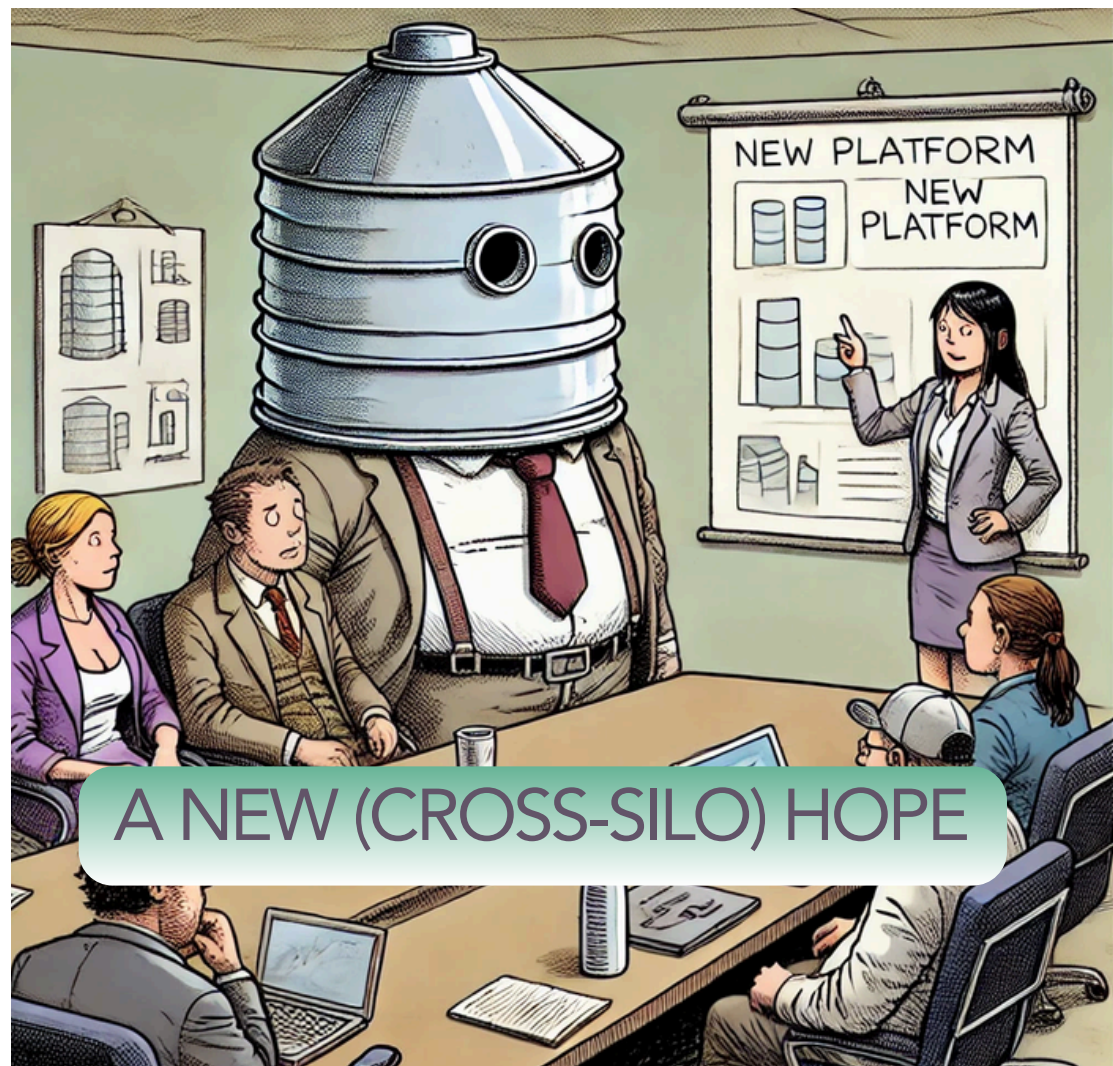
*Tales of the silo-mentality in  
the workplace*



A webcomic by  **Komyu**



# Coming next :

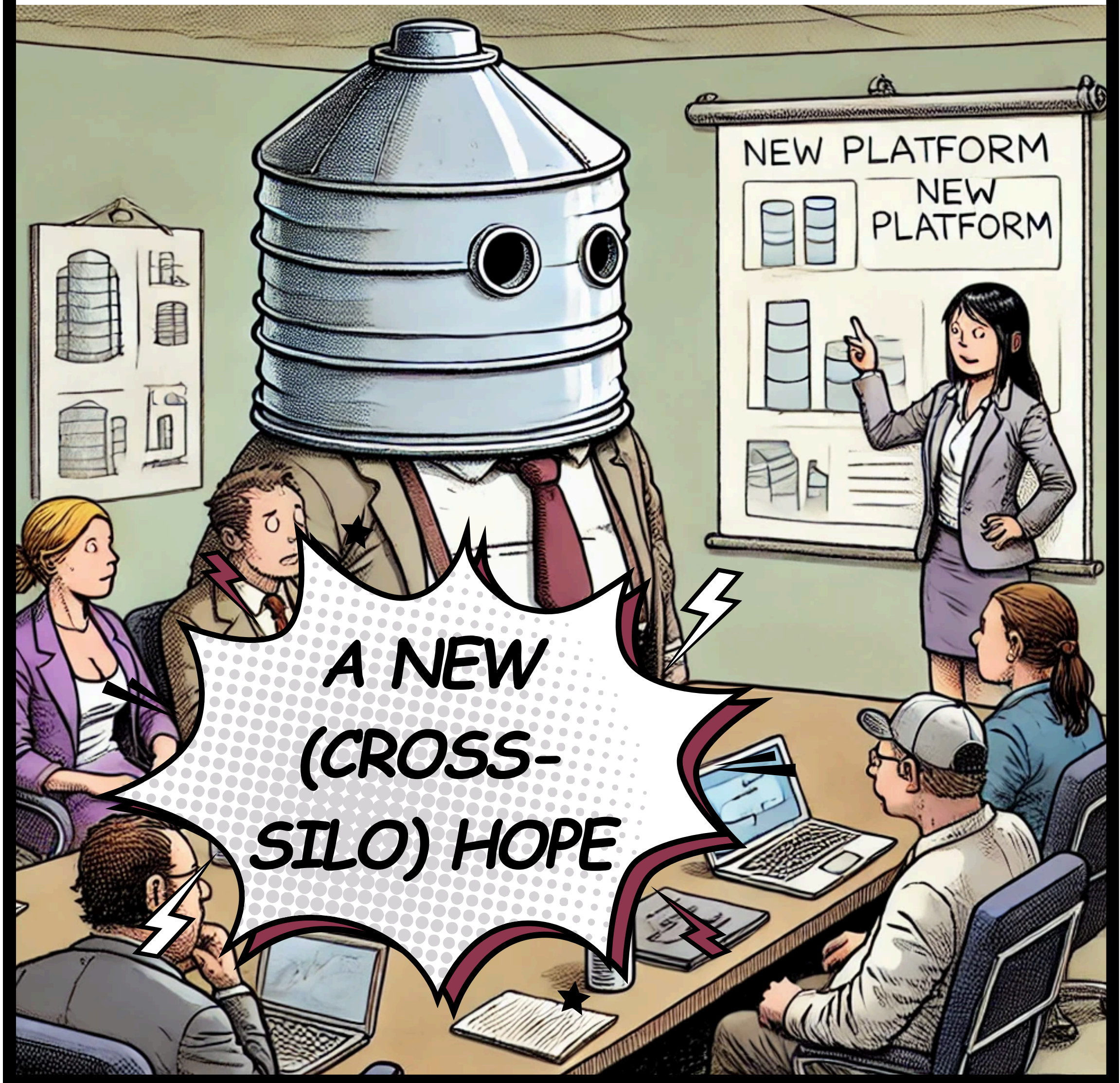


*Why bother  
optimizing  
globally when  
you can  
improve locally  
?*

*In a world where  
time is key, is  
speed the ultimate  
quality ?*



# ADVENTURES of the *silos*-people S1 - Ep 4

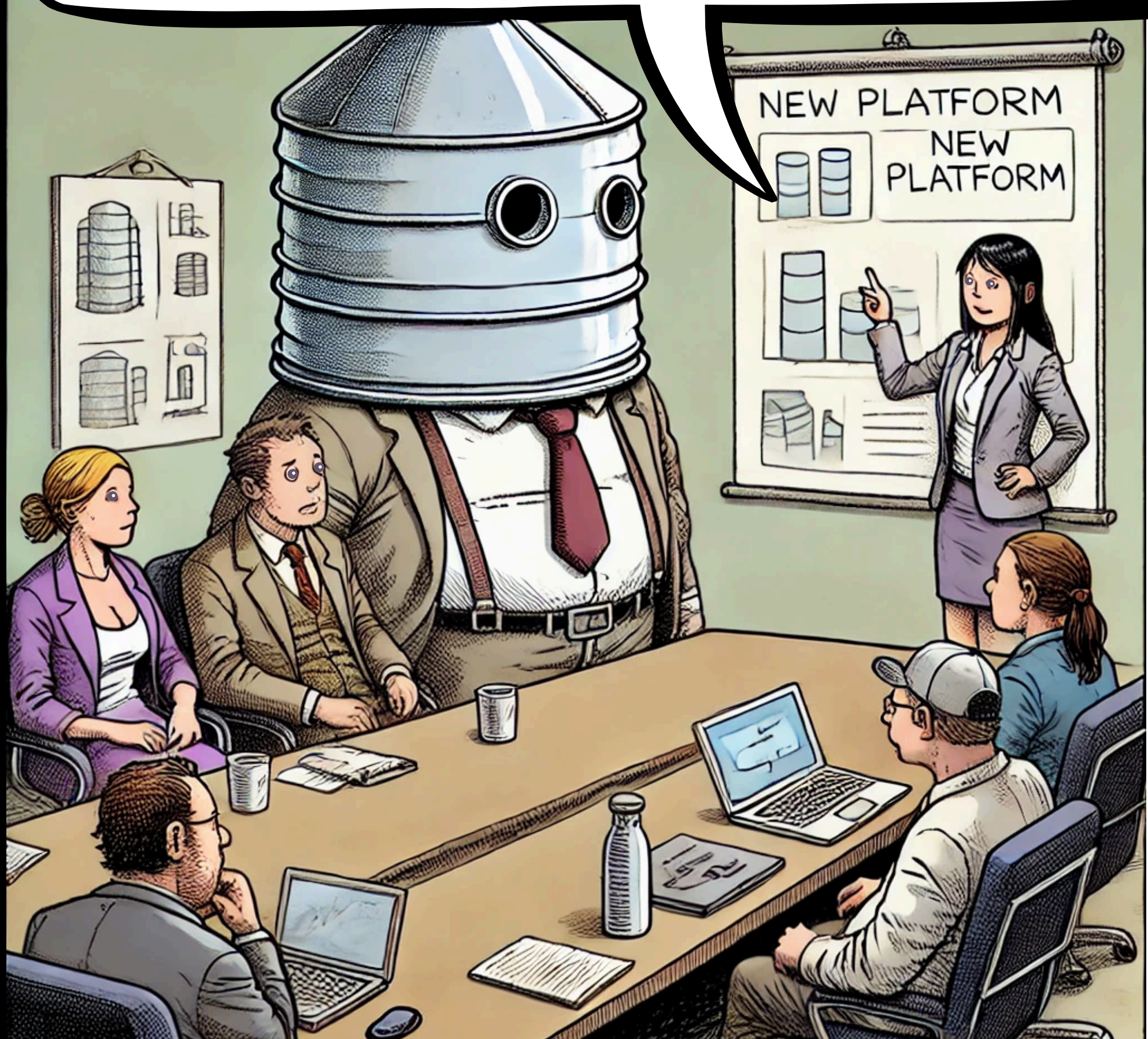




# A DAY OF PRESENTATION

...AND HERE IS HOW THE  
NEW CROSS-FUNCTIONAL PROJECT COULD HELP REDUCE  
OVERALL COST.

END-TO-END, WE COULD STREAMLINE OUR DELIVERY  
AND SALES PIPELINE...



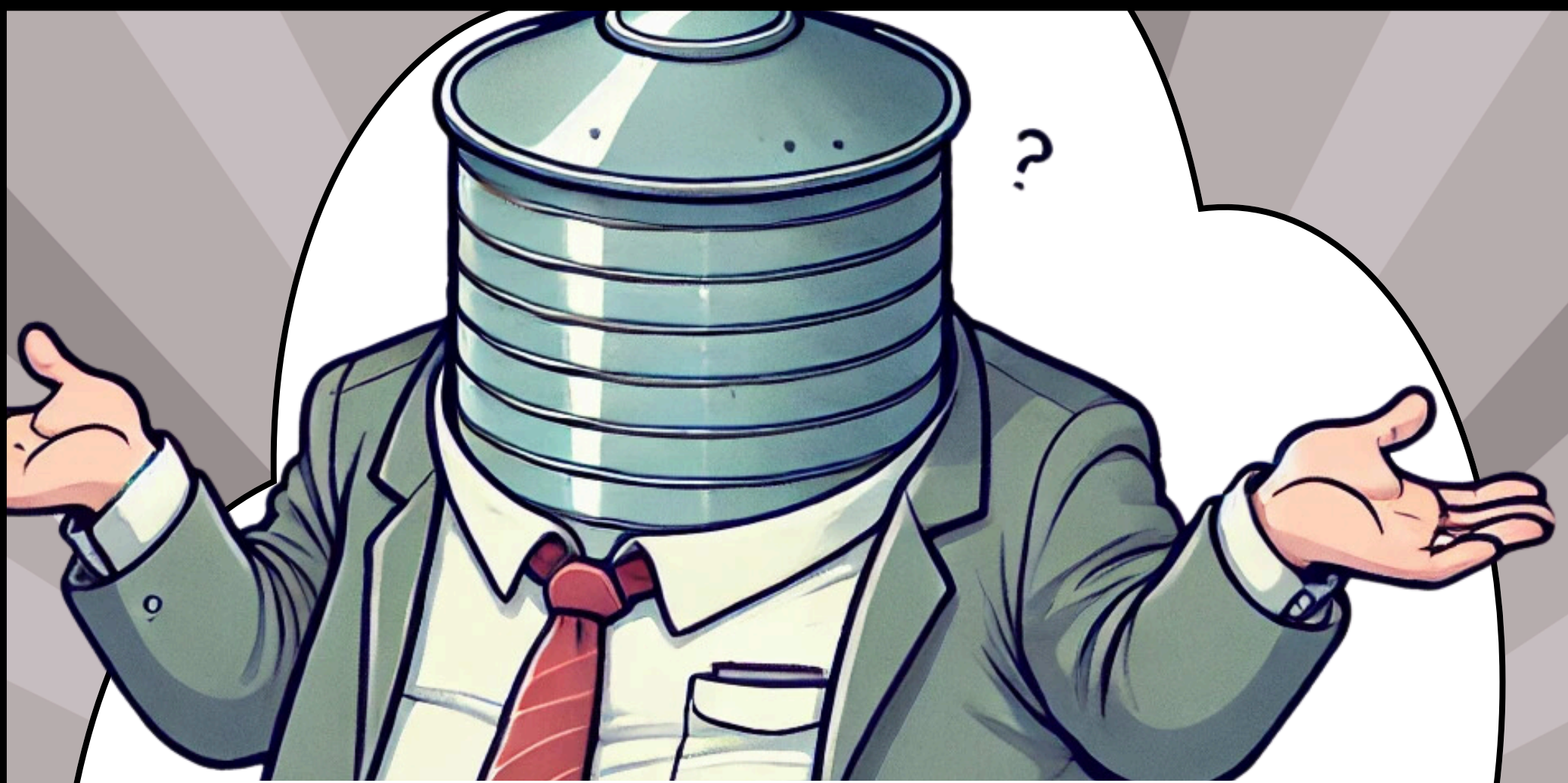


MY TEAM IS ALREADY PLANNING TO MAKE ITS PRODUCTION LINE FASTER, WE'LL BE ABLE TO DELIVER FASTER AND MORE, EVEN ON A LARGER SCOPE, WITHOUT YOUR HELP..

ACCELERATION ON YOUR END ALONE WOULD NOT TRANSLATE INTO GLOBAL VALUE.  
IN FACT, MORE OUTPUT WOULD ONLY CREATE A WORSE BOTTLENECK...

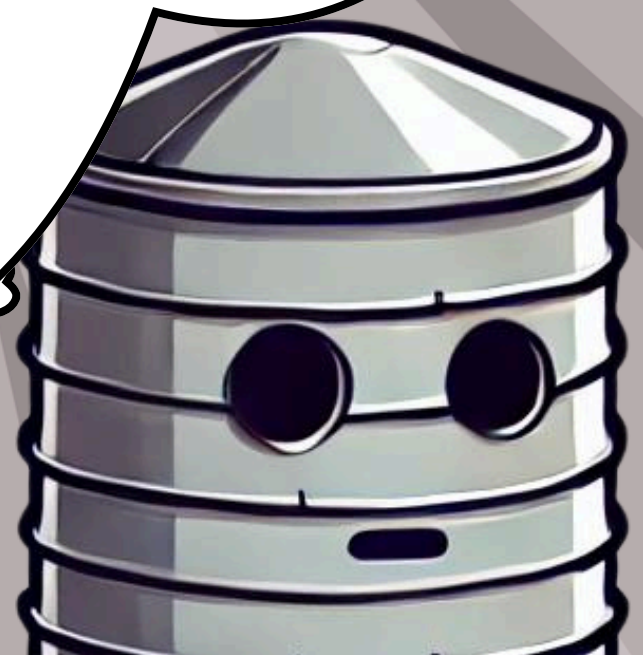
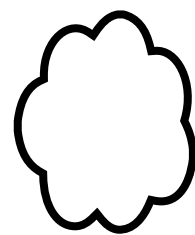






IF I ABANDON MY PLANS FOR MORE  
OUTPUT, MY TEAM IS NOT GOING TO GROW  
IN NUMBERS. HOW WILL I JUSTIFY  
ASKING FOR MORE BUDGET?

HOW WILL I MOVE TO THE  
NEXT LEVEL IN  
MY CAREER WITH SUCH A SMALL  
TEAM?

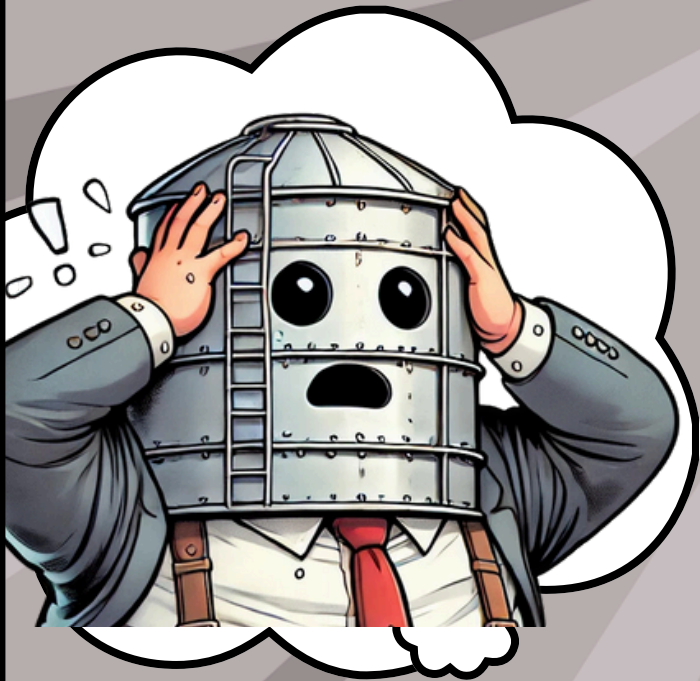




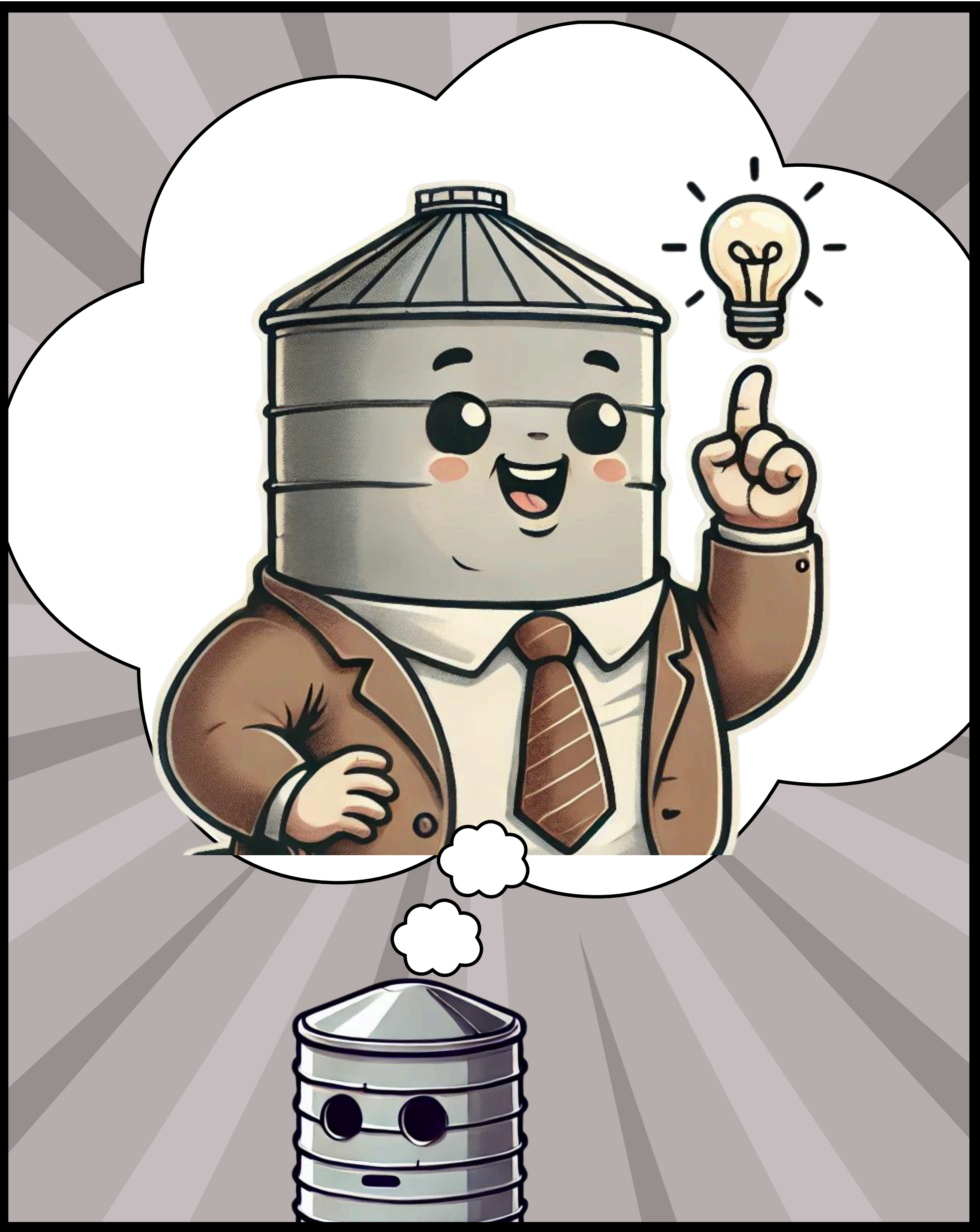
ON MY SIDE, I AM READY TO REASSIGN CAPACITIES IN MY TEAM IF WE CAN INCREASE THE OVERALL RESULT.



IT'S OKAY FOR US TOO. WHAT ABOUT CREATING SOME KIND OF CROSS-FUNCTIONAL REACTIVE BUDGET LINE ?



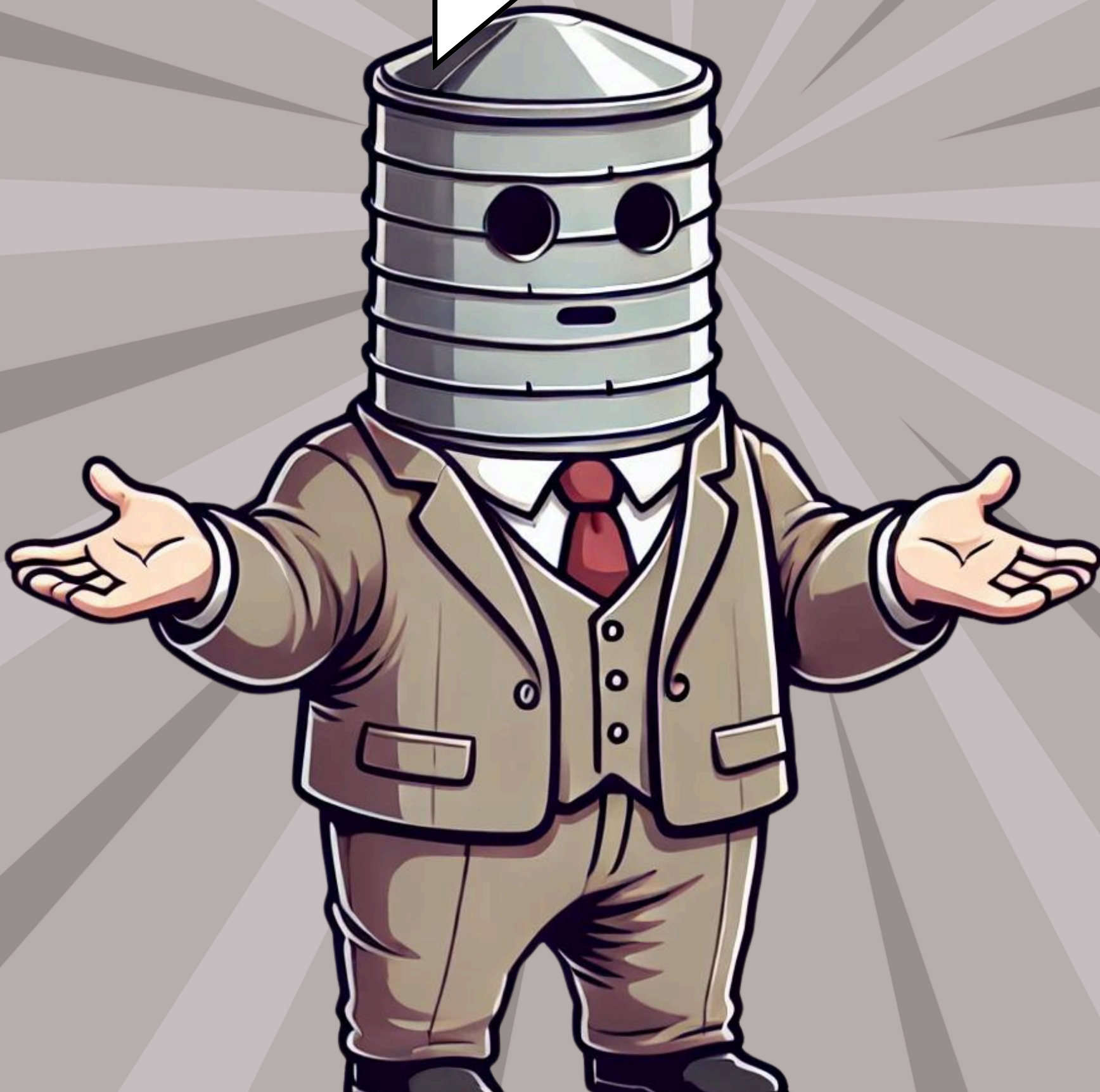




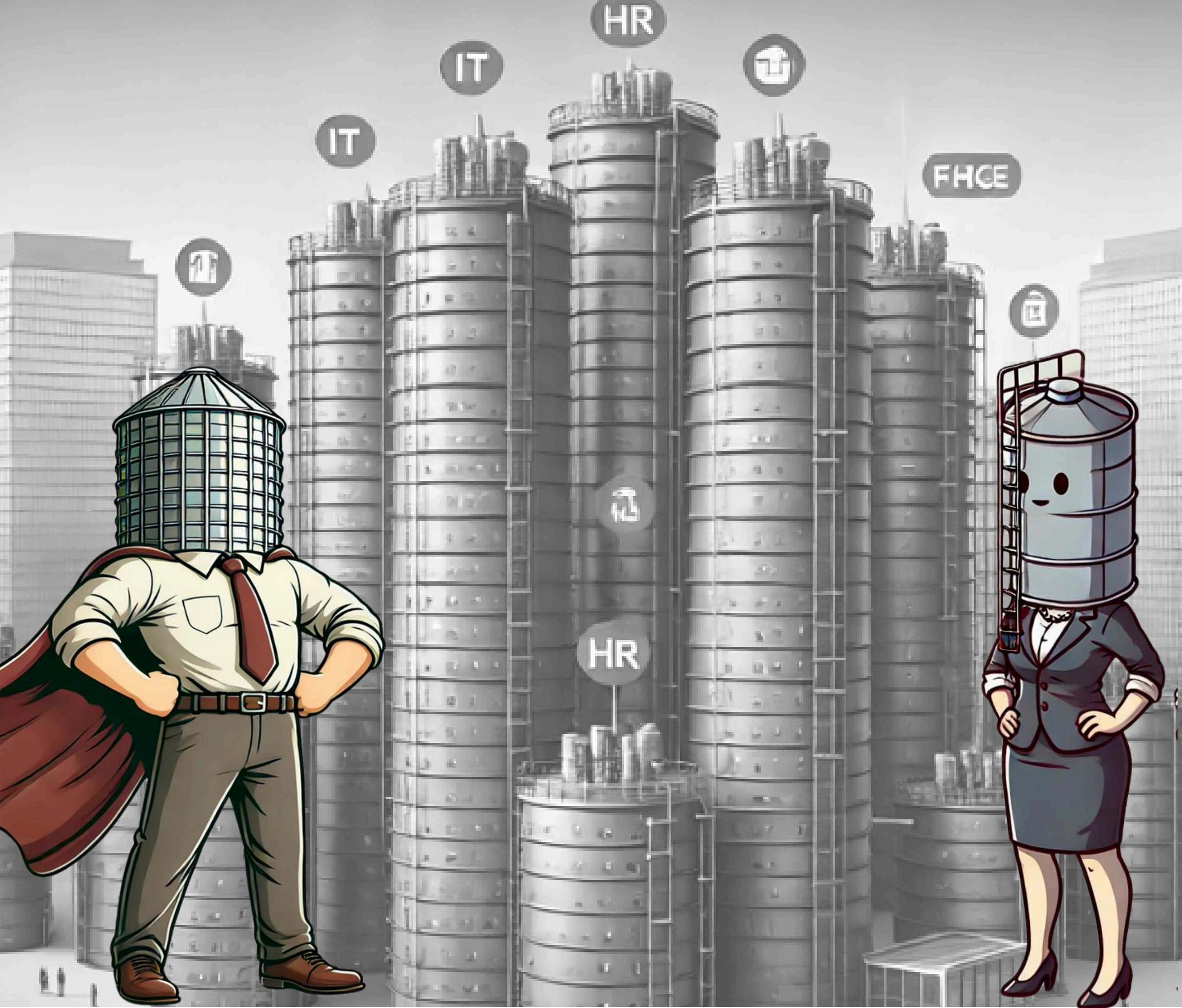


LISTEN, I HAVE SOMETHING TO  
OPPOSE TO YOUR CROSS-  
FUNCTIONAL PROJECT.

MY TEAM AND I WERE PLANNING TO  
CREATE AND LEAD OUR OWN  
CROSS-FUNCTIONAL PROJECT !

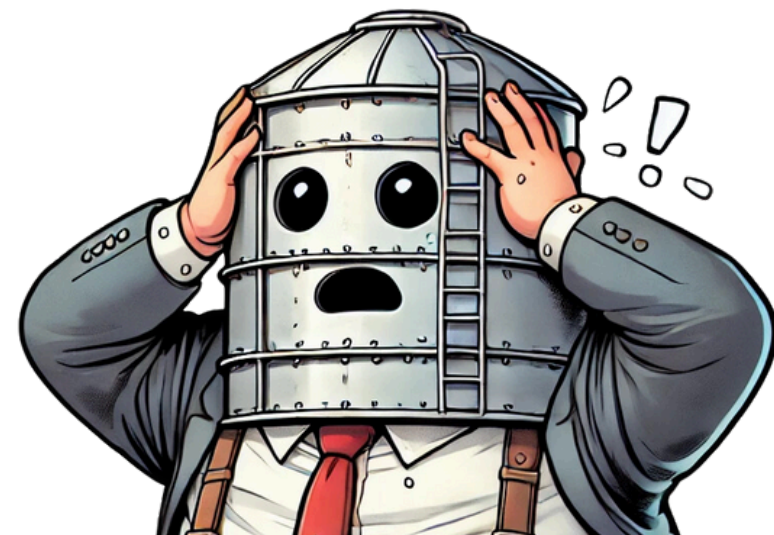






# ADVENTURES of the *silo-people*

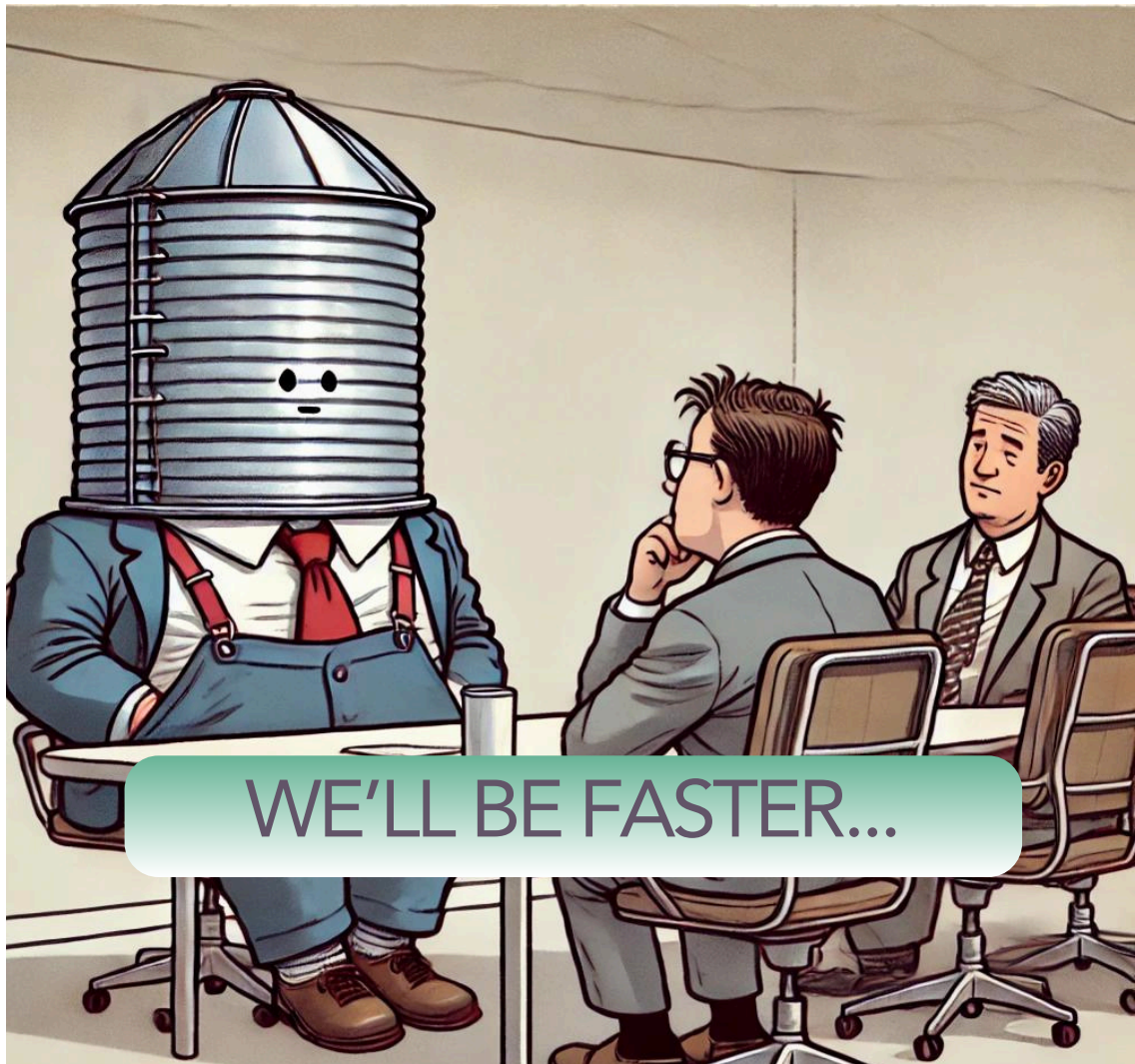
*Tales of the silo-mentality  
in the workplace*



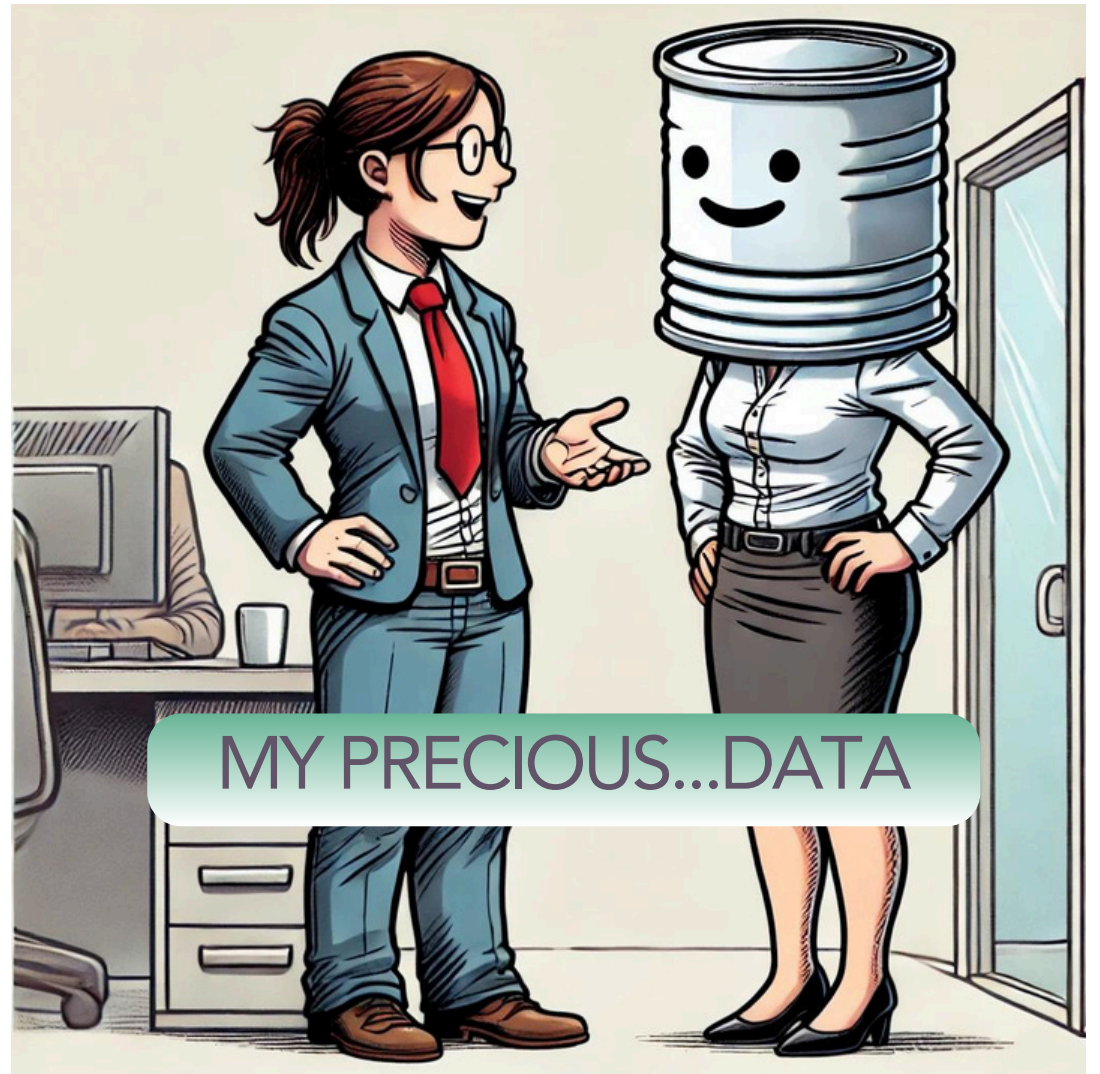
A webcomic by  **KOMYU**



# Coming next :



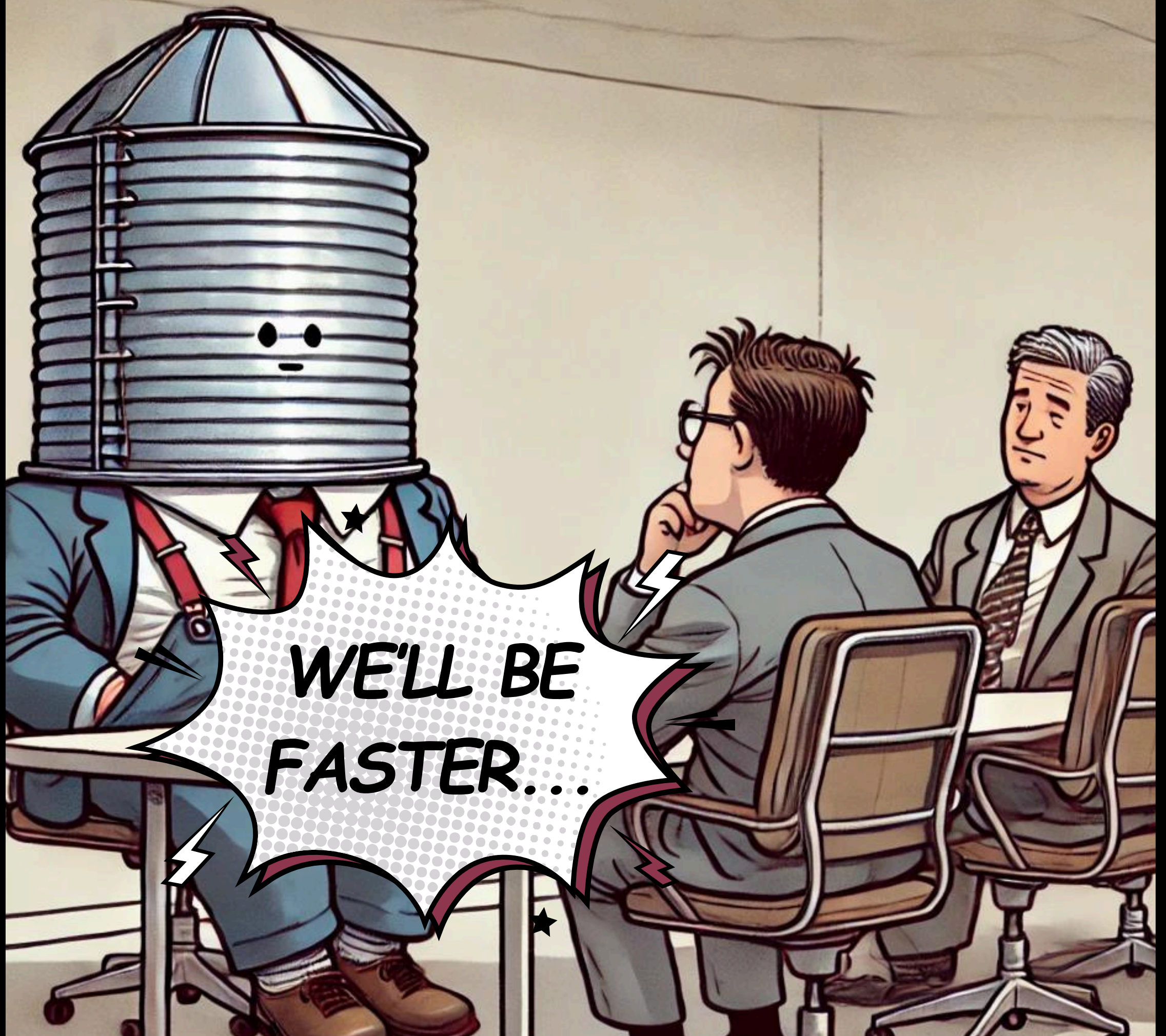
*In a world where time is key, is speed the ultimate quality ?*



*I say yes to machine learning and AI transformations, but sharing our data is a no-no*

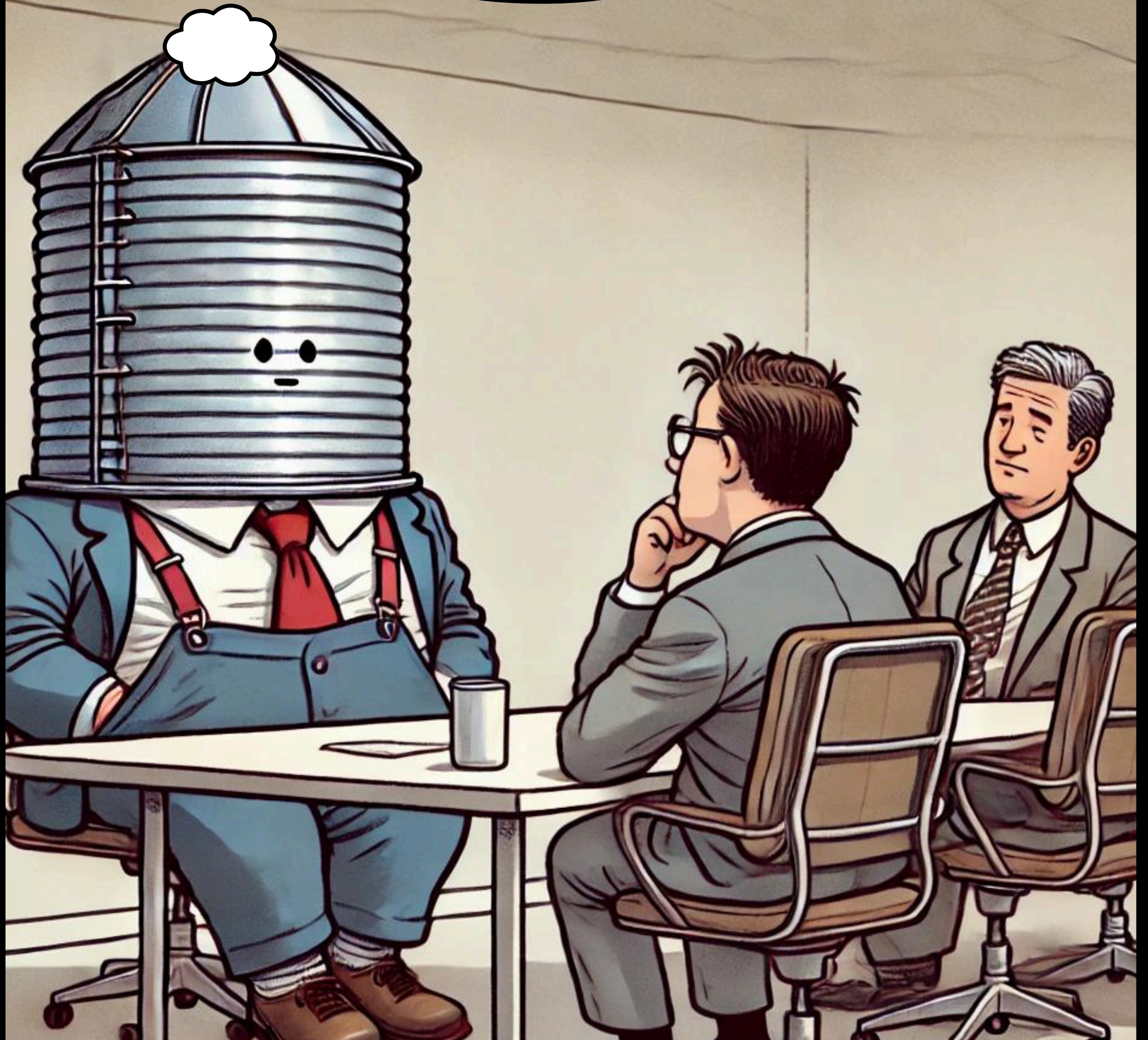


**ADVENTURES of**  
**the *silos*-people**    *S1 - Ep 5*





THESE DISCUSSIONS  
ARE SO SLOW





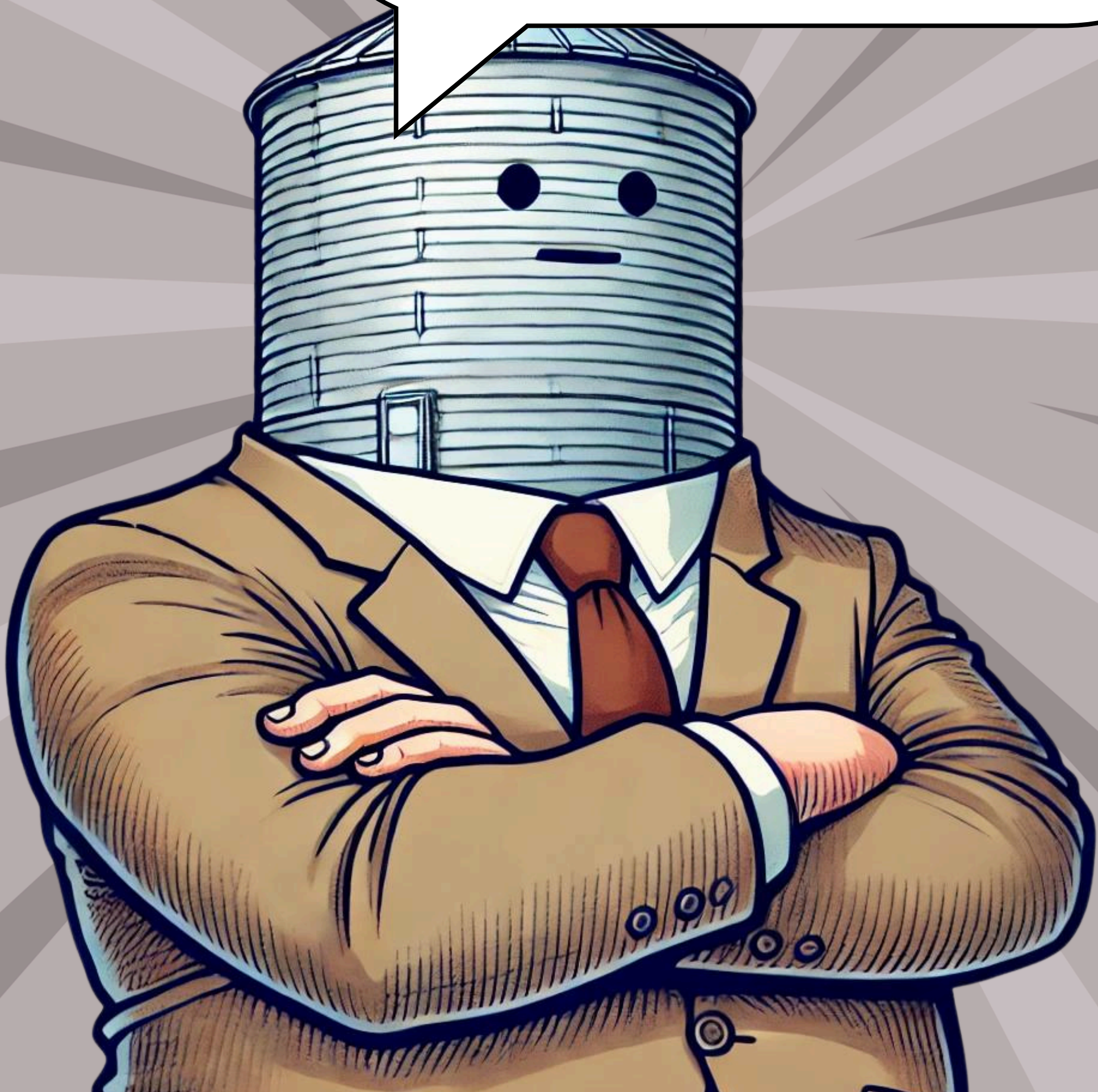
YOU WANT TO LAUNCH A NEW PRODUCT, SHOULDN'T WE GET SOMEONE FROM SALES DEPARTMENT?

OR AT LEAST FROM MARKETING?





IF WE INVOLVE TOO MANY  
PEOPLE,  
IT WILL COMPLICATE THINGS.  
ON OUR OWN WE'LL BE SO  
MUCH FASTER

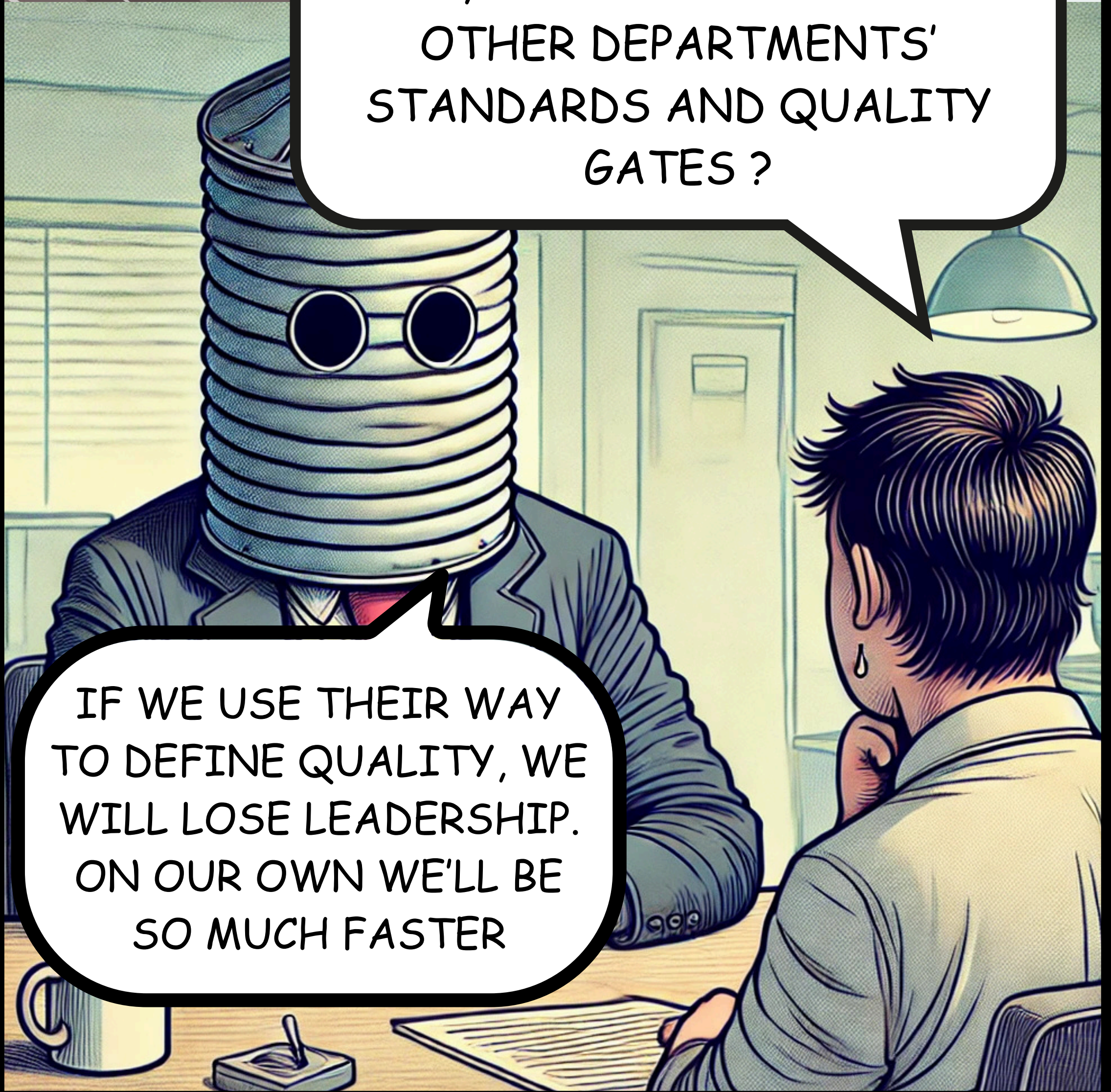




*A few weeks later...*

BOSS, SHOULD WE CONSIDER  
OTHER DEPARTMENTS'  
STANDARDS AND QUALITY  
GATES ?

IF WE USE THEIR WAY  
TO DEFINE QUALITY, WE  
WILL LOSE LEADERSHIP.  
ON OUR OWN WE'LL BE  
SO MUCH FASTER





*A few weeks later...*

BOSS, -

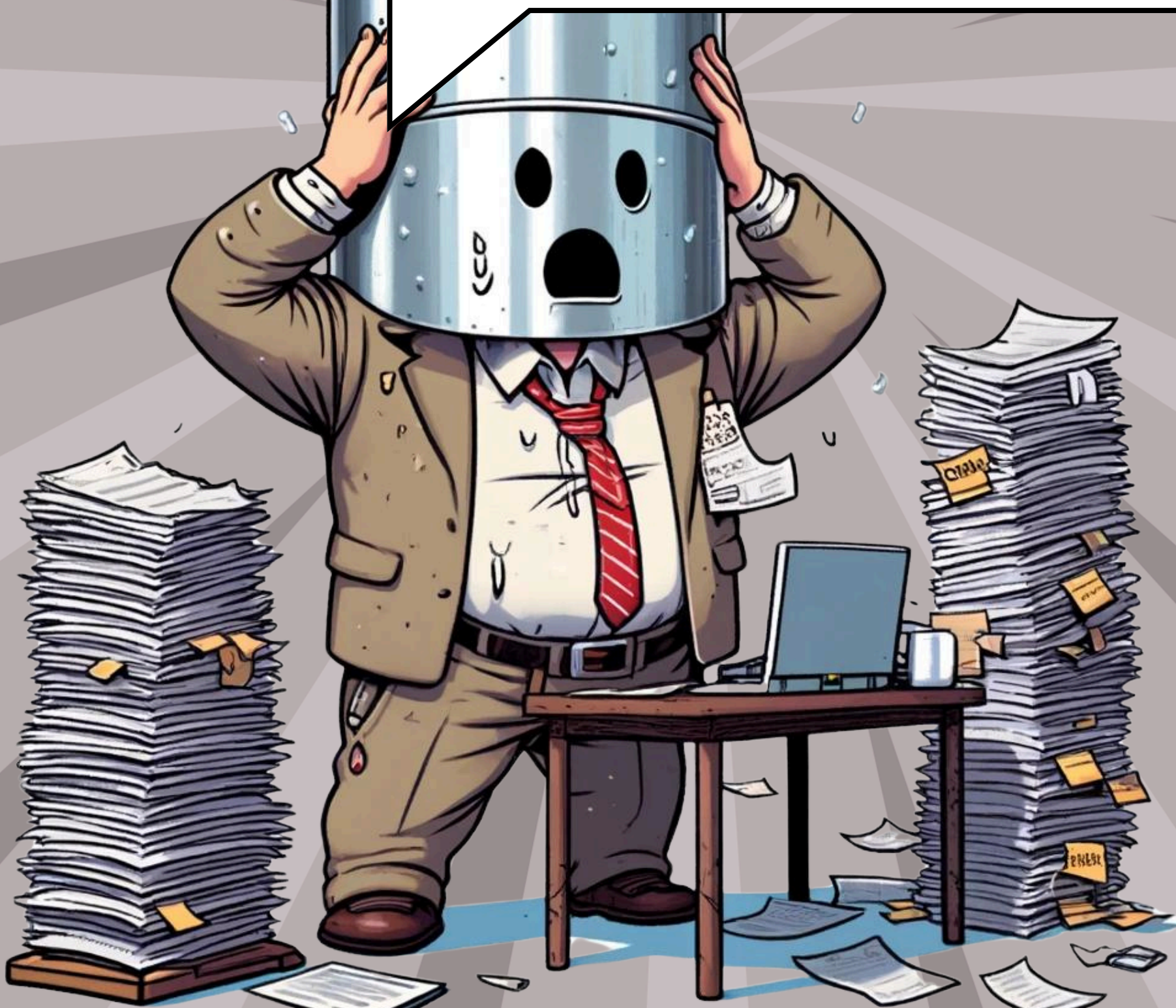
**COME ON, WHAT DO THEY  
WANT NOW?! WE WERE  
SUPPOSED TO GO SO MUCH  
FASTER?!**





*A few months later...*

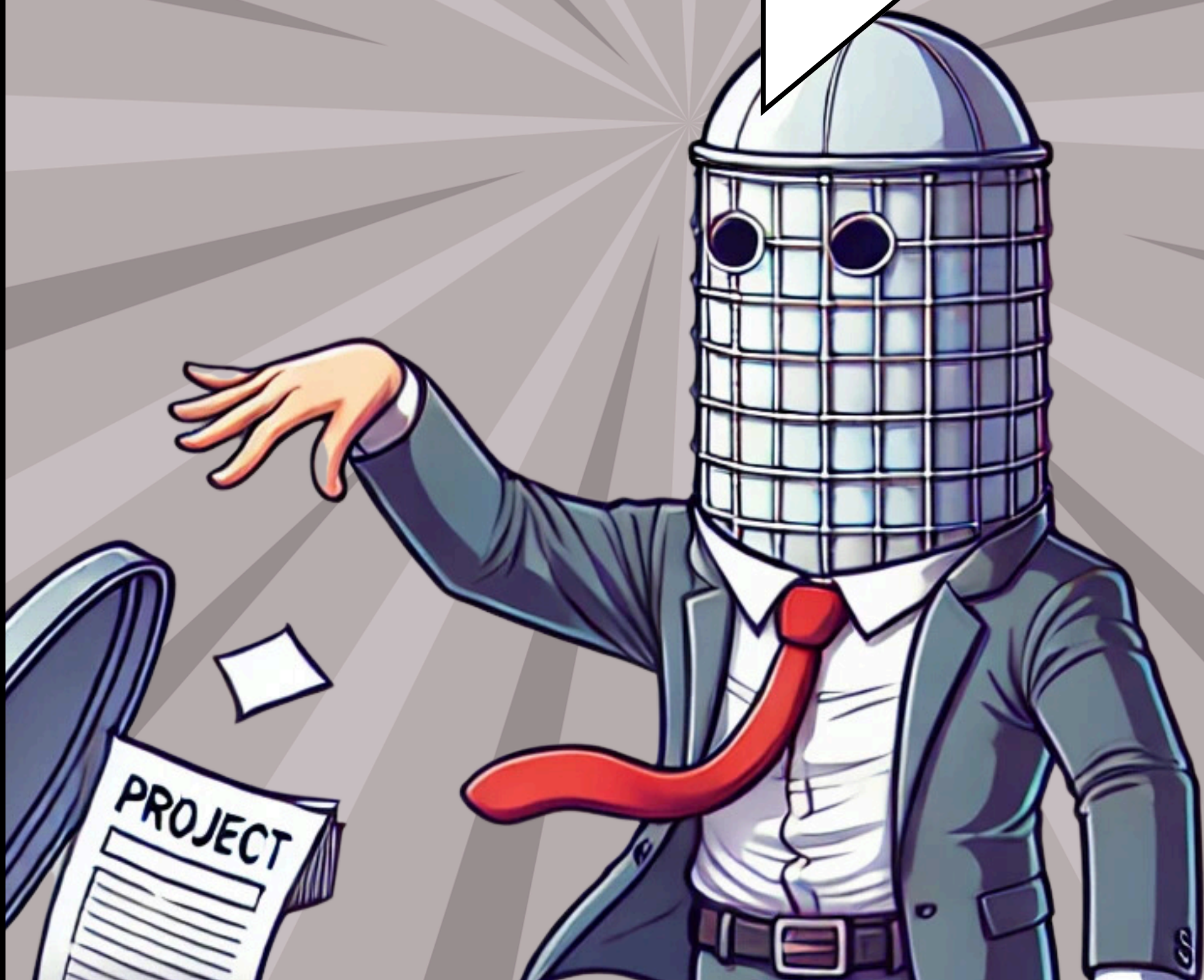
STILL GOING BACK AND FORTH  
WITH ALL PEOPLE WHO NOW  
"WANT IN", DEADLINES ARE  
APPROACHING,  
ON OUR OWN WE WOULD BE SO  
MUCH FASTER



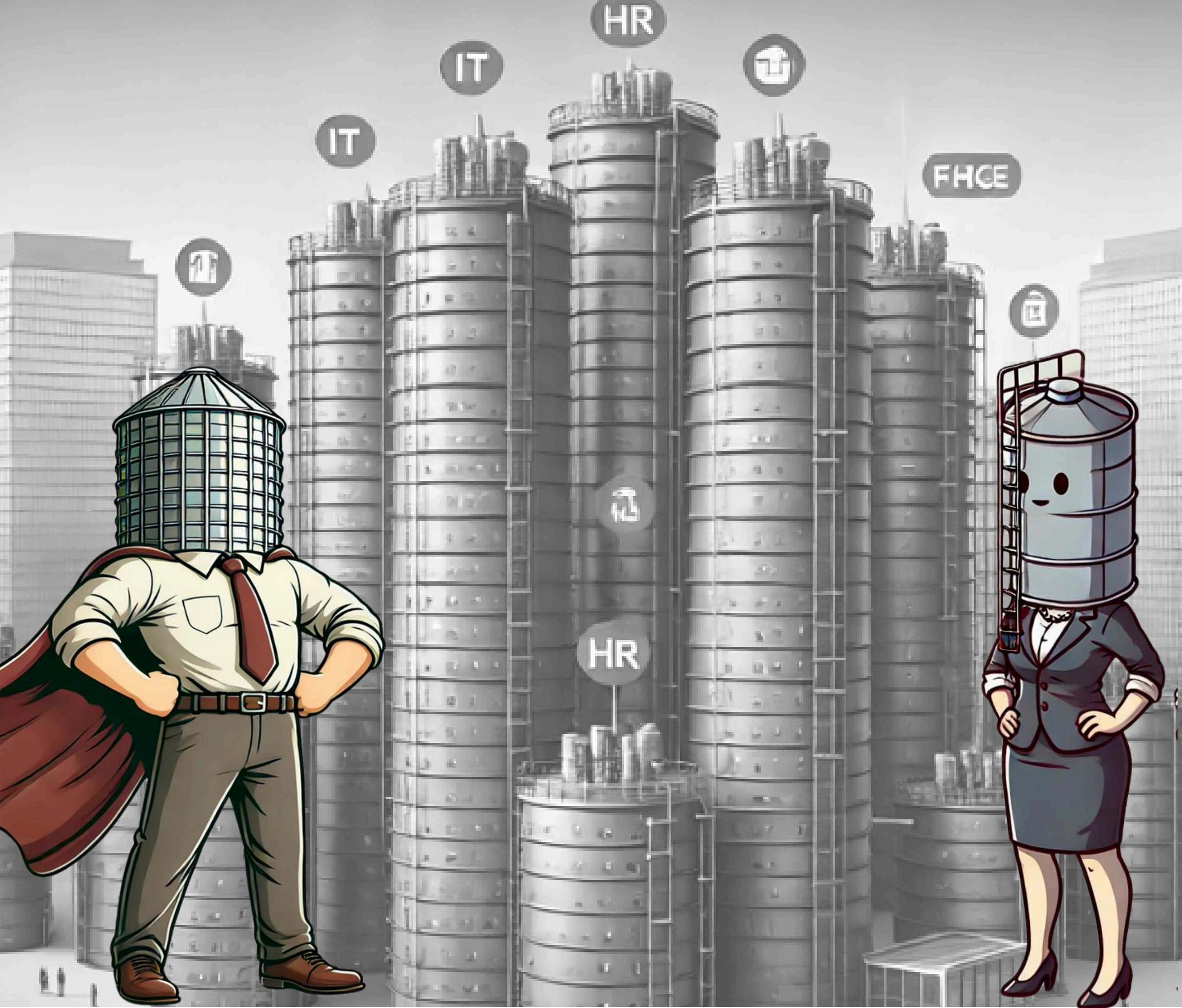


*A few months later...*

AT LEAST, ON OUR  
OWN,  
WE FAILED SO  
MUCH FASTER!

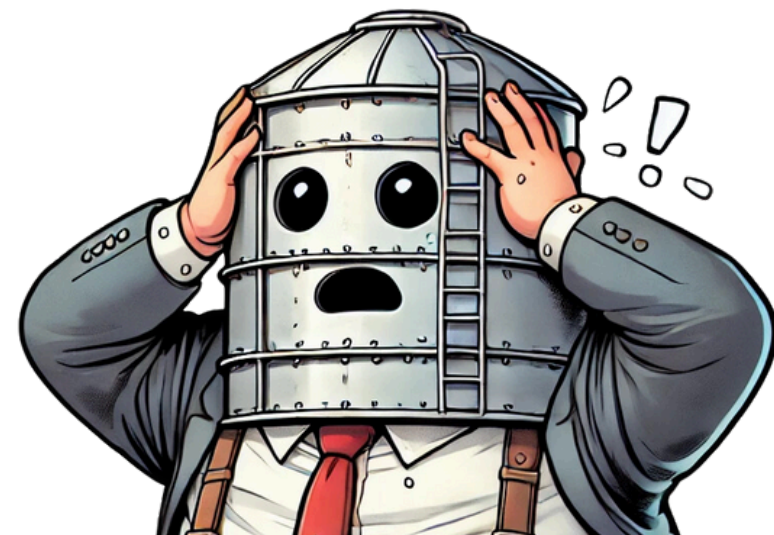






# ADVENTURES of the *silo-people*

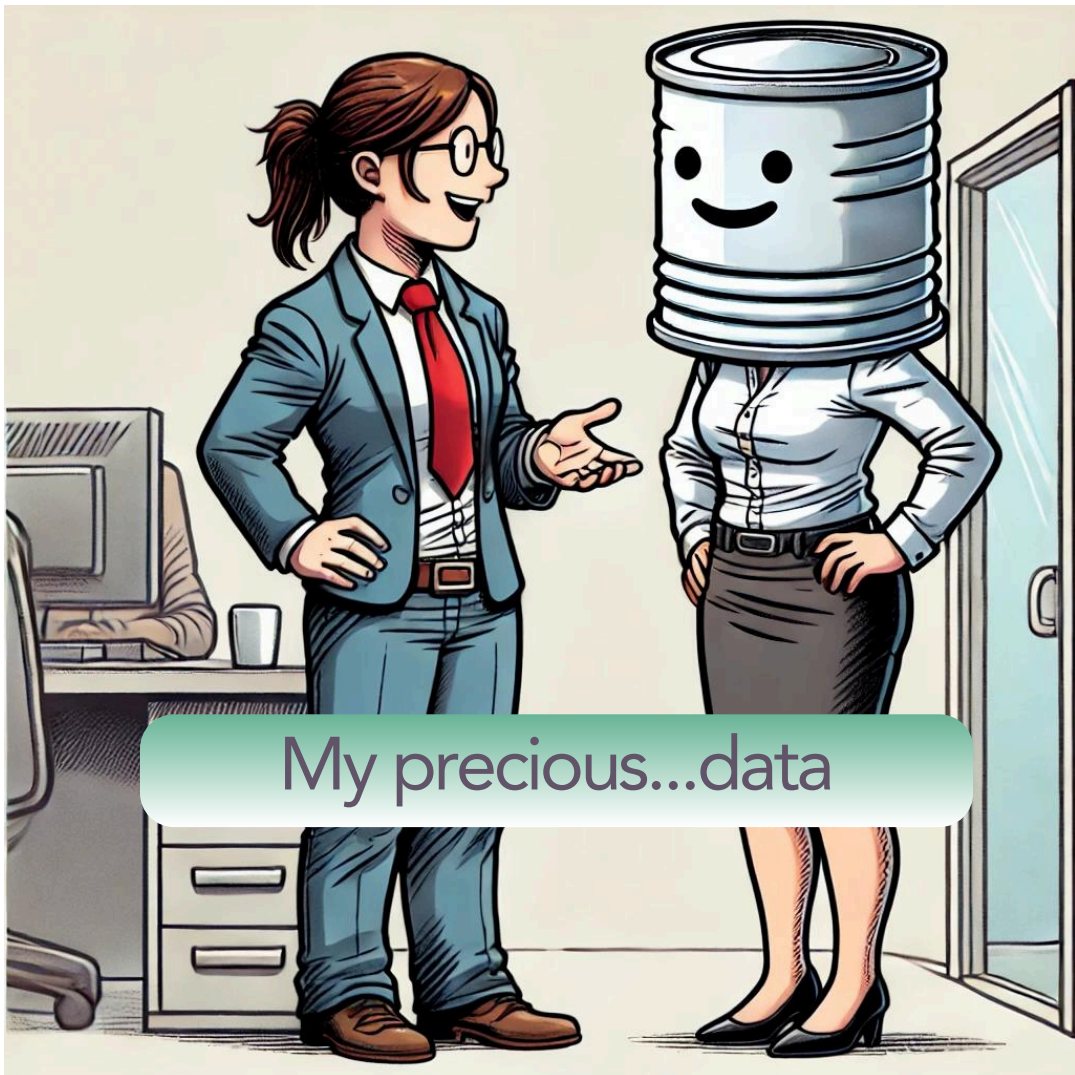
*Tales of the silo-mentality  
in the workplace*



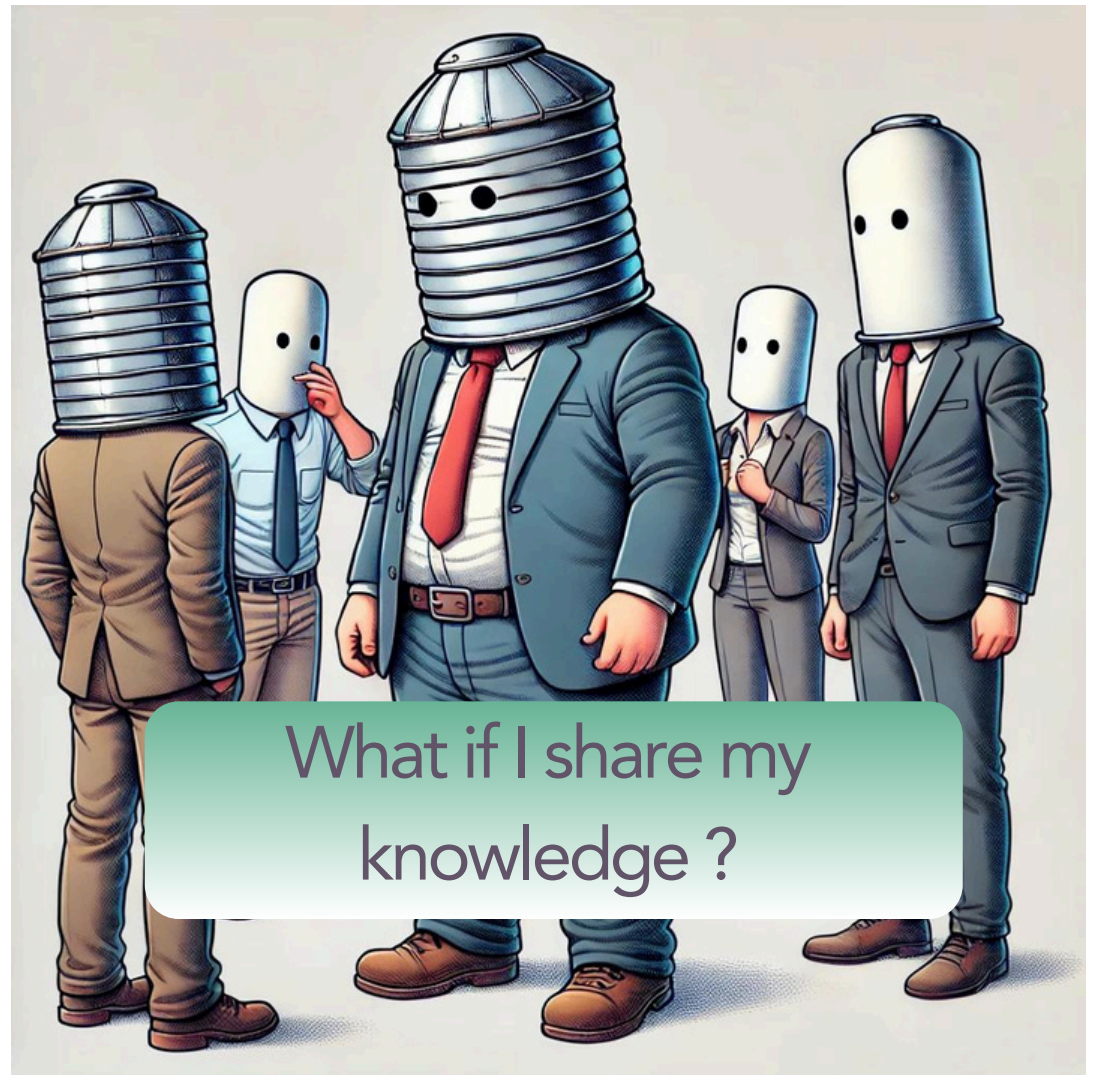
A webcomic by  **KOMYU**



# Coming next :



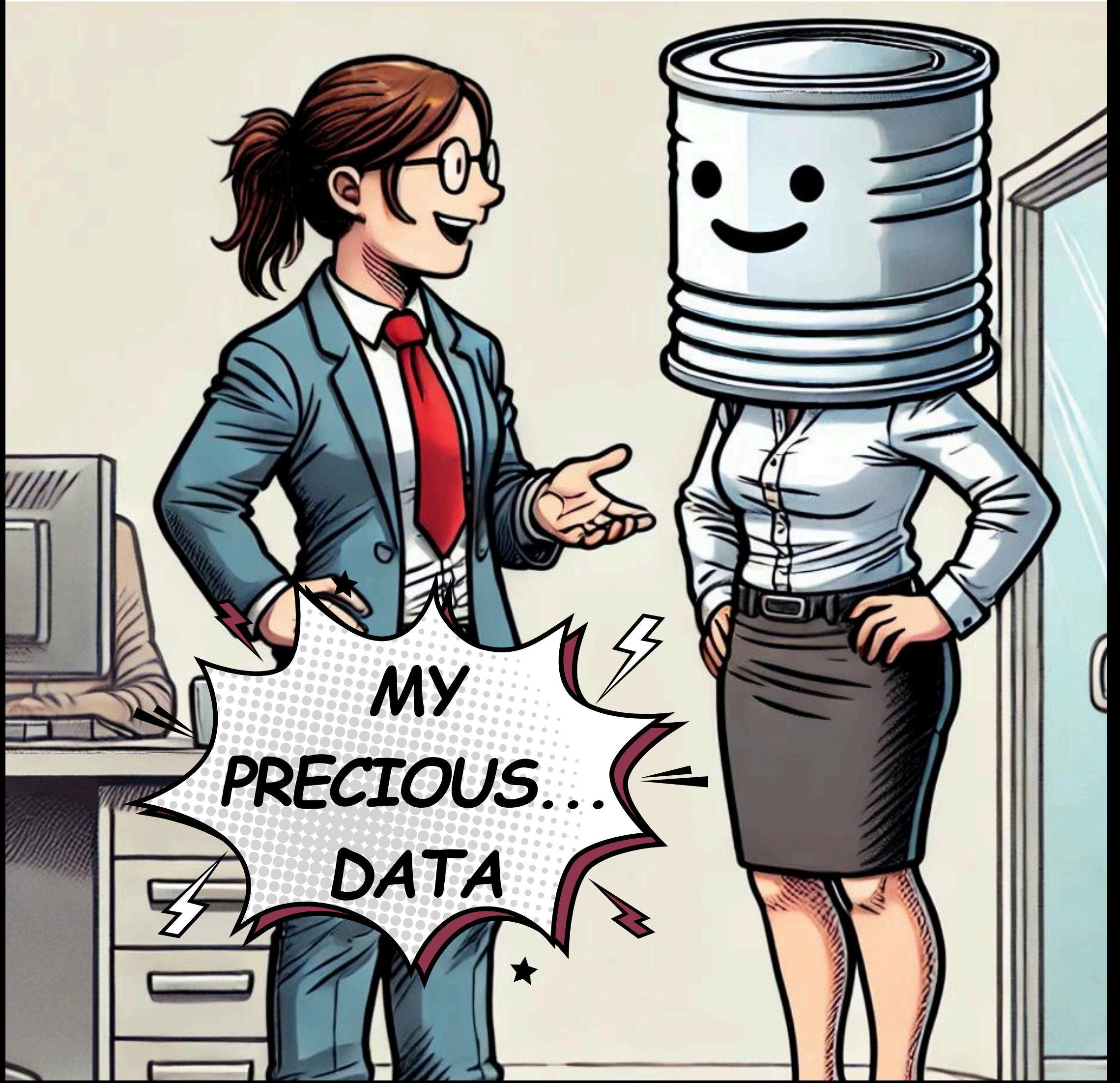
*I say yes to machine learning and AI transformations, but sharing our data is a no-no*



*Anyone could learn from others and even teach others... under certain conditions !*



**ADVENTURES of**  
**the *silos*-people**     ***S1 - Ep 6***



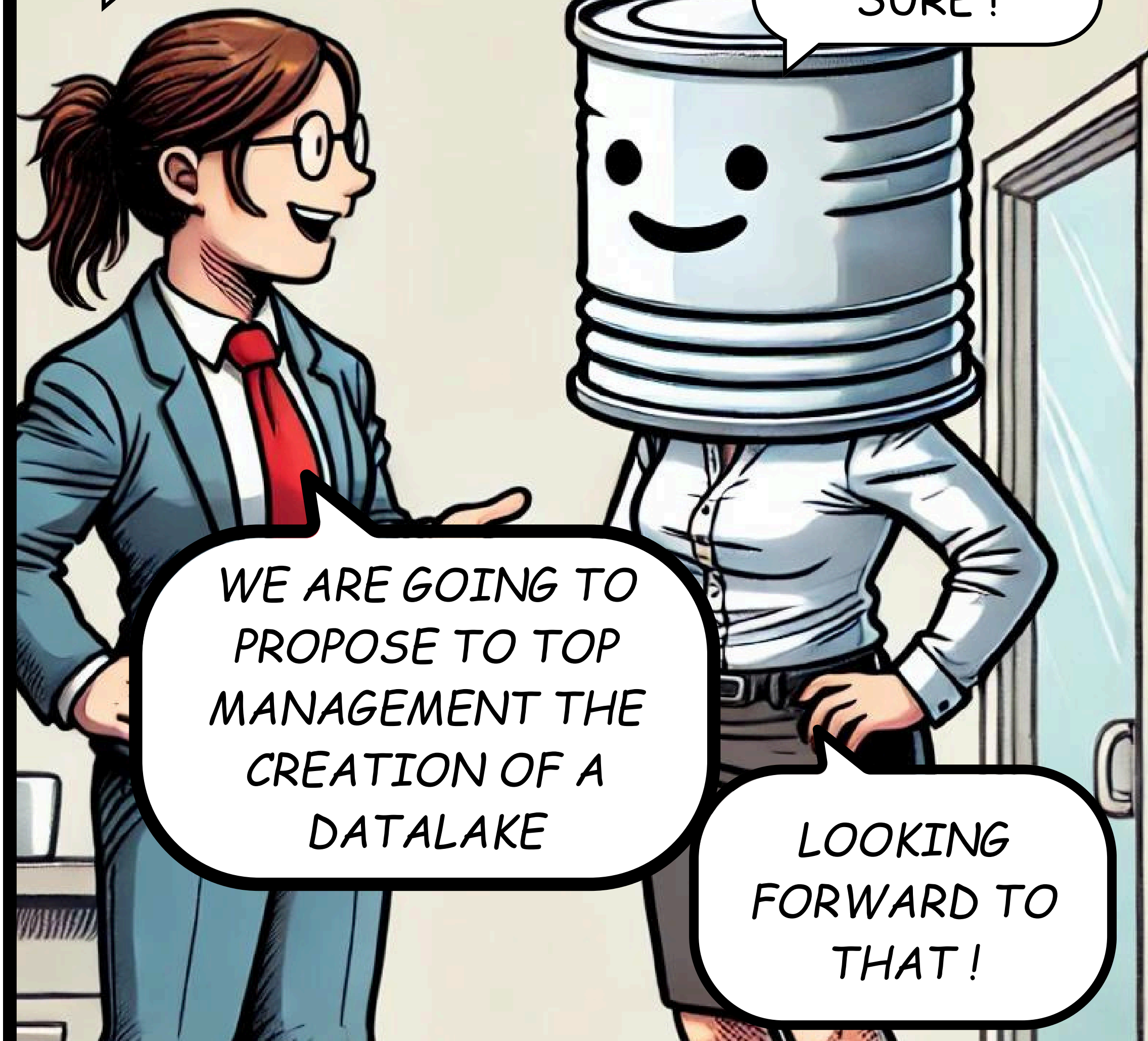


THERE ARE SO MANY OPPORTUNITIES WITH MACHINE LEARNING AND AI! WE HAVE SO MUCH DATA IN THE COMPANY BUT IT'S SCATTERED EVERYWHERE...

SURE!

WE ARE GOING TO PROPOSE TO TOP MANAGEMENT THE CREATION OF A DATALAKE

LOOKING FORWARD TO THAT!





Later that week...



THERE ARE SO MANY OPPORTUNITIES WITH MACHINE LEARNING AND AI, WE DEFINITELY HAVE TO SEIZE THE DATA LAKE FOR OURSELVES. WHAT ARE YOUR OPINIONS AND IDEAS ABOUT THAT?

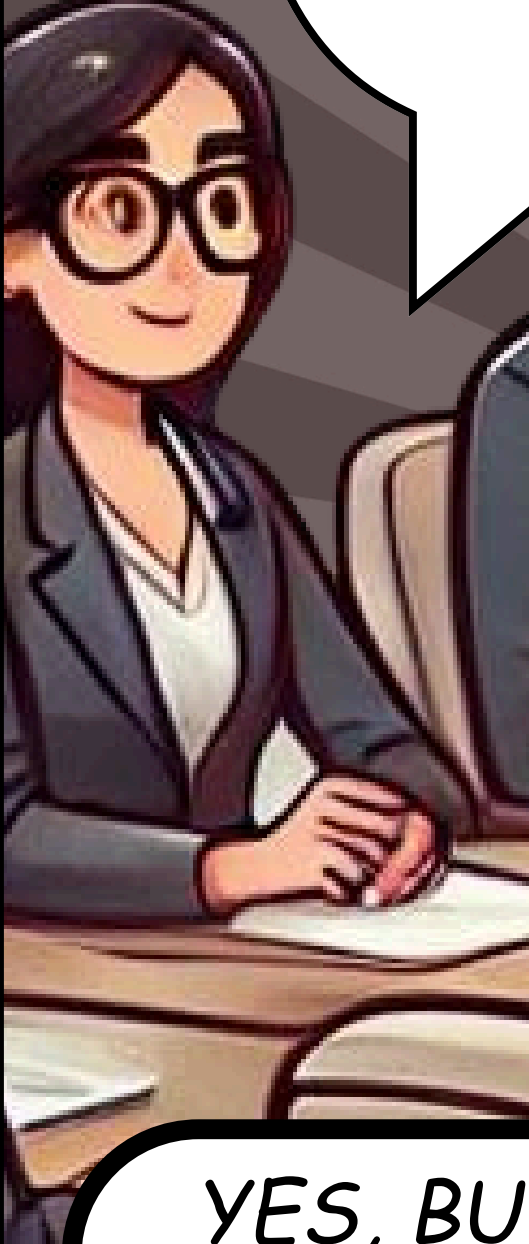


WE HAVE A LOT OF CUSTOMER DATA, IF WE START SHARING CUSTOMER INFO WITH OTHER BRANCHES, IT COULD HELP CROSS-SELLING!

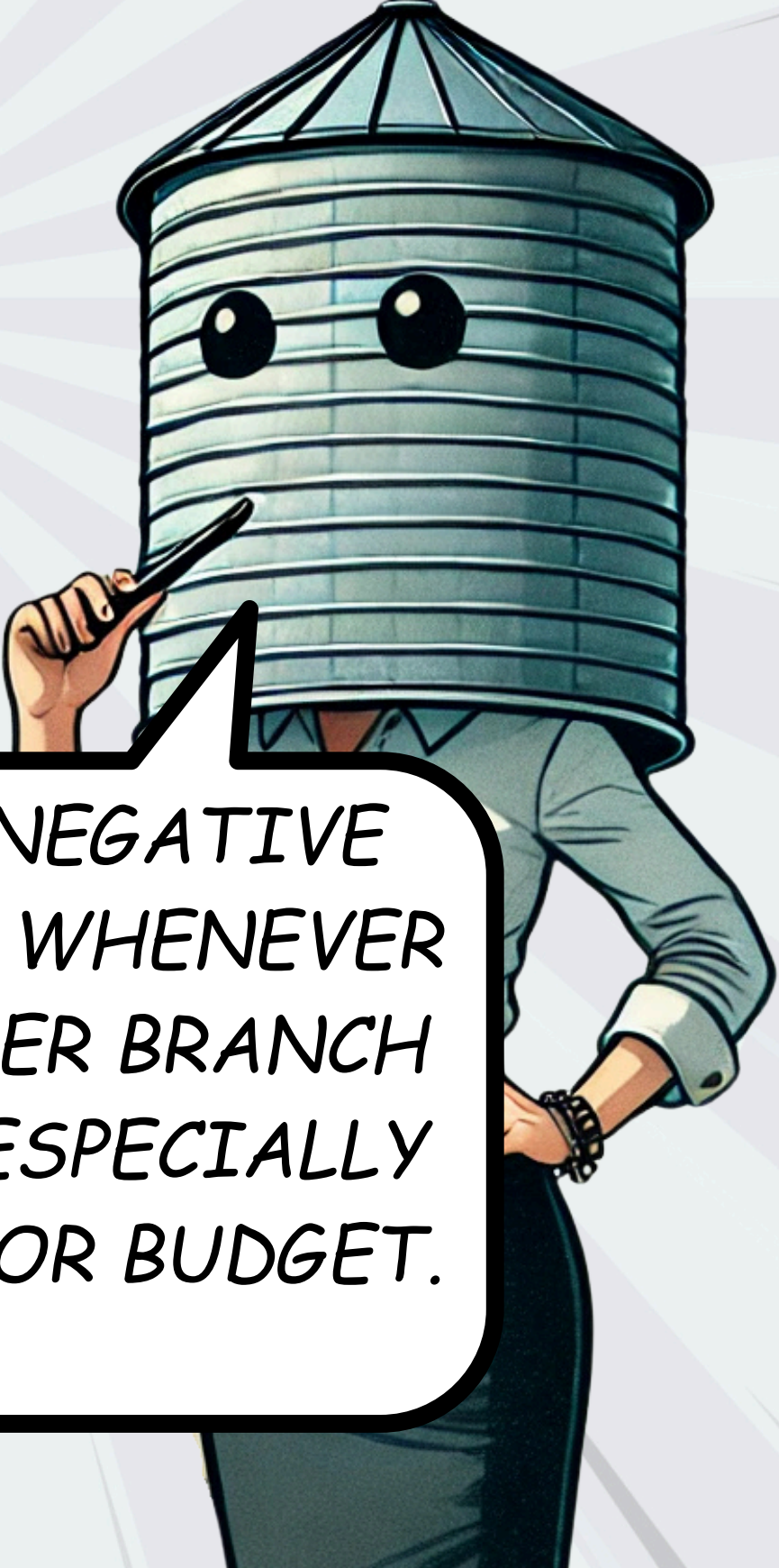


YES, BUT THAT WOULD MEAN SOMEONE ELSE IN THE COMPANY MILKING OUR CUSTOMERS BUDGET AND LOSSES FOR US. NEXT IDEA!



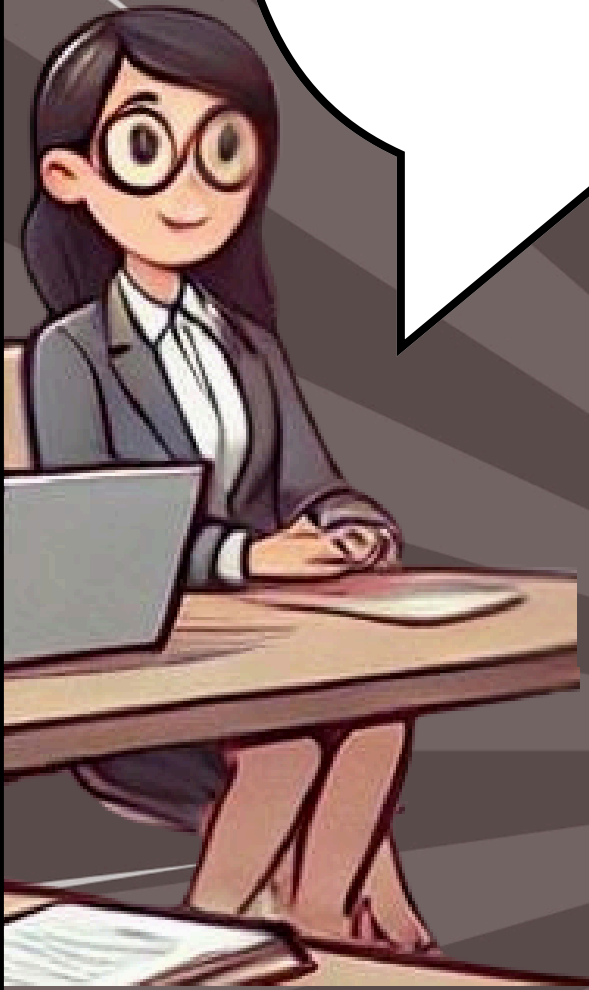


WE HAVE MANY PRODUCT REVIEWS AND FEEDBACKS, WITH SENTIMENT ANALYSIS AND NATURAL LANGUAGE PROCESSING, THESE FEEDBACK CAN DIRECTLY GO TO MARKETING AND COMMUNICATION DEPARTMENT TO IMPROVE THE IMAGES OF SILO-COMPANY'S PRODUCTS.



YES, BUT I NEED TO HOLD NEGATIVE FEEDBACK AS AMMUNITION WHENEVER I NEED TO STRIKE ANY OTHER BRANCH IN STEERING COMMITTEE, ESPECIALLY WHEN THEY WANT TO VIE FOR BUDGET.  
NEXT!





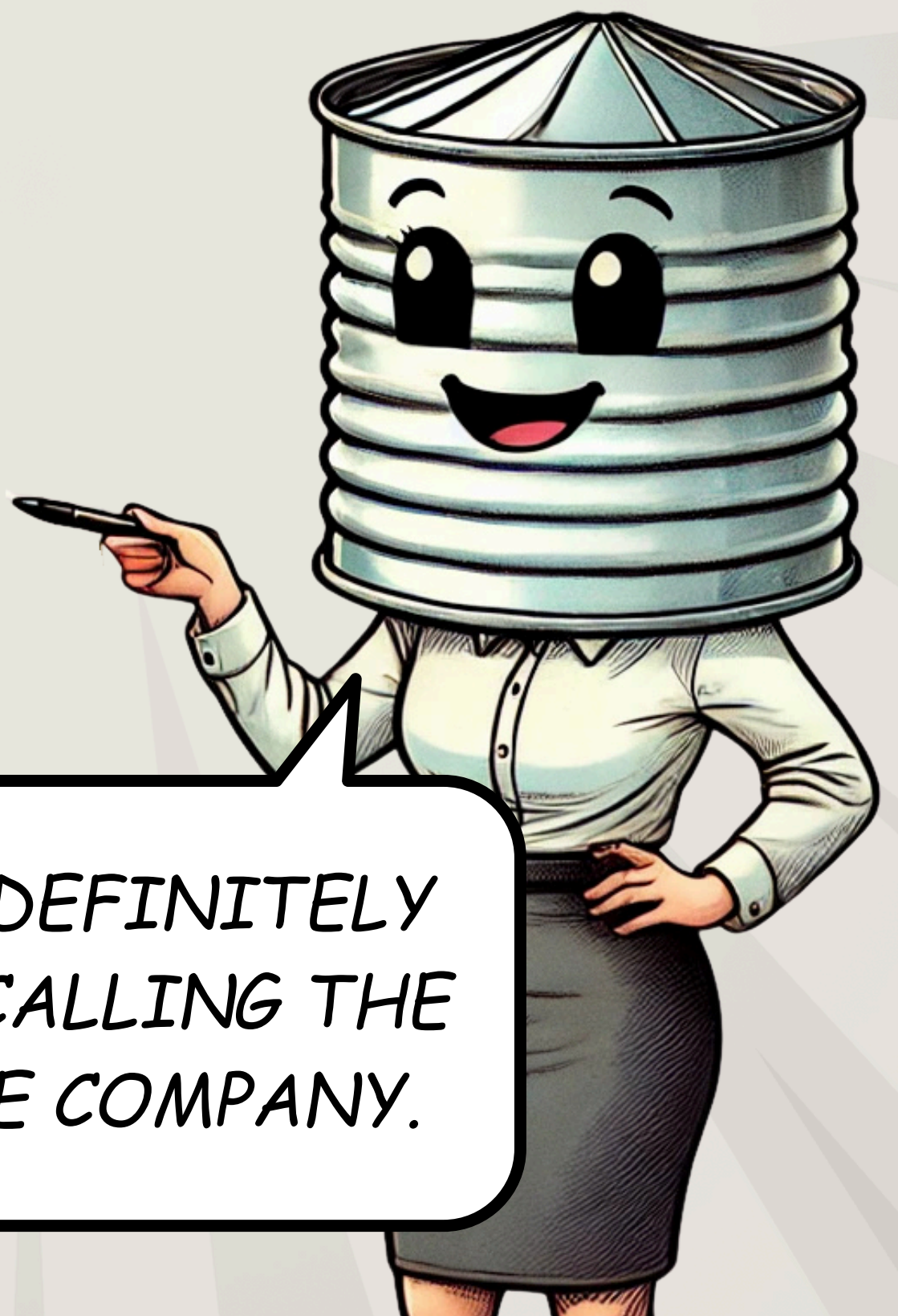
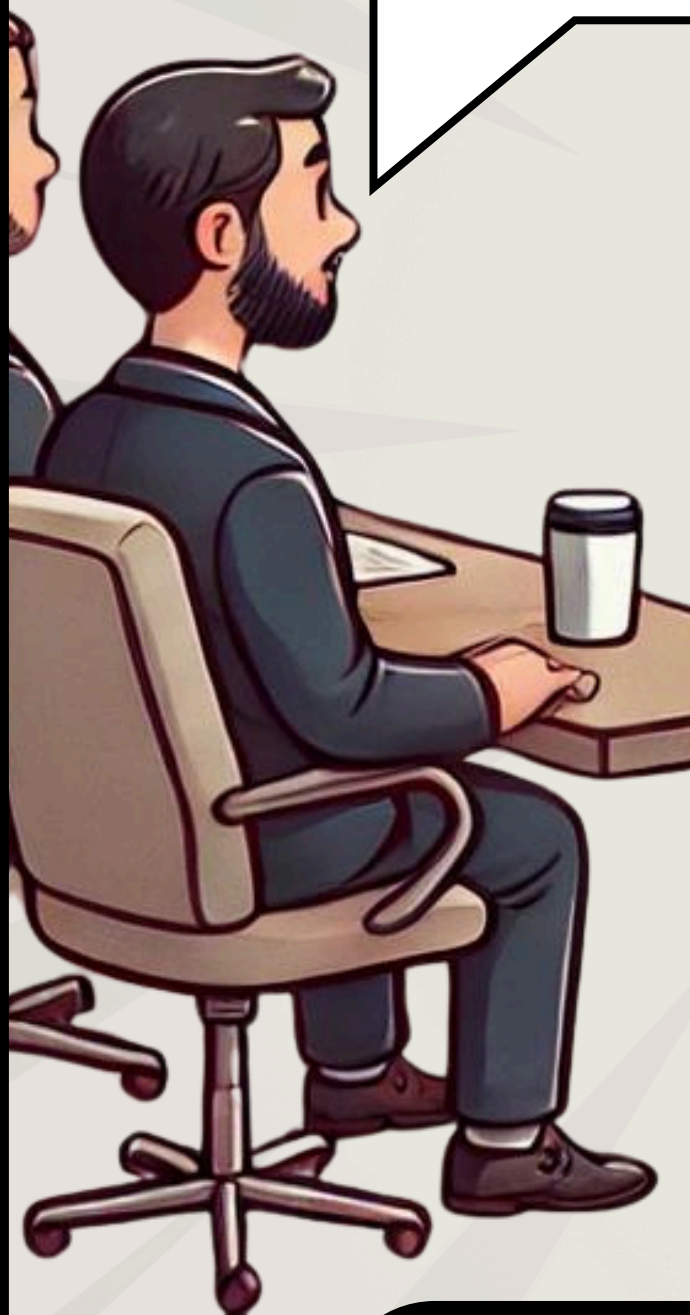
WE HAVE USAGE DATA ON CUSTOMERS WHO LEAVE. WE COULD USE IT FOR PREDICTIVE RETENTION STRATEGIES, LIKE OFFERING DISCOUNTS OR HAVING CSMS CHECK IN TO IMPROVE PRODUCT USE BEFORE THEY CHURN.



YES, BUT I DON'T WANT TO BE THE ONE ASSOCIATED WITH BAD OR NEGATIVE NEWS IN THE COMPANY, WE'LL NEVER BE ASSOCIATED WITH GROWTH, BUT WITH COMPENSATION OF LOSSES, WHICH WOULD MEAN LESS GROWTH FOR US. NEXT!



WE COULD WAIT FOR THE DATA LAKE TO BE BUILT AND USE THAT TIME TO APPEAR BUSY. THEN, WE CAN BE THE FIRST TO DEVELOP APPLICATIONS USING BOTH DATA FROM THE DATA LAKE AND OUR OWN PRIVATE, SEPARATE DATA.



GREAT! WE'LL DEFINITELY BE THE ONES CALLING THE SHOTS IN THE COMPANY.



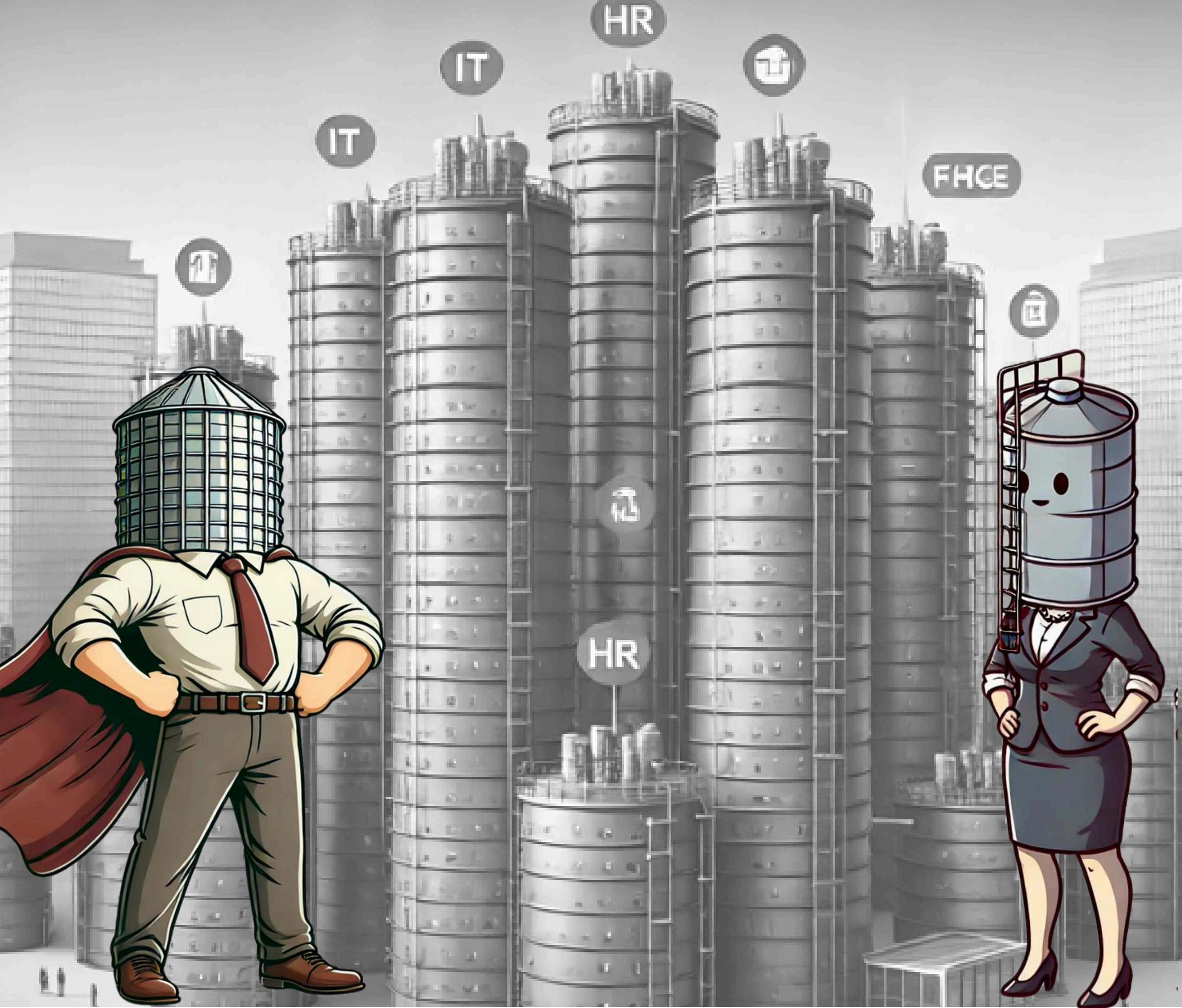
A few weeks later

WE NOW HAVE A DATALAKE, BUT NOBODY'S SEEM TO JUMP-IN. WE HAVE SO MUCH DATA IN THE COMPANY BUT IT'S STILL SCATTERED EVERYWHERE.

WHAT A PITY. IT'S SO CRAZY THAT THE OTHER BRANCHES DON'T UNDERSTAND THE BIG PICTURE. BE ASSURED WE'LL JOIN IN AS SOON AS WE FINISH OUR PRIORITIES.

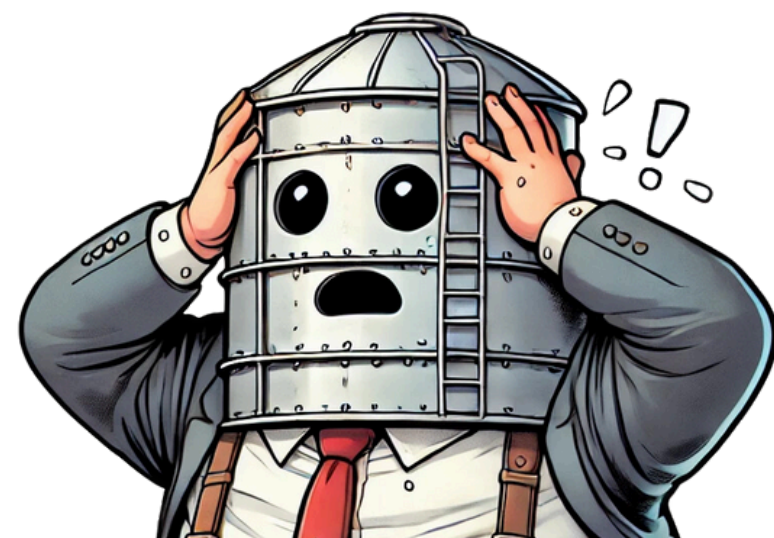
GREAT, THANKS FOR BEING SUCH WIDE-VISION PLAYER!





# ADVENTURES of the *silo-people*

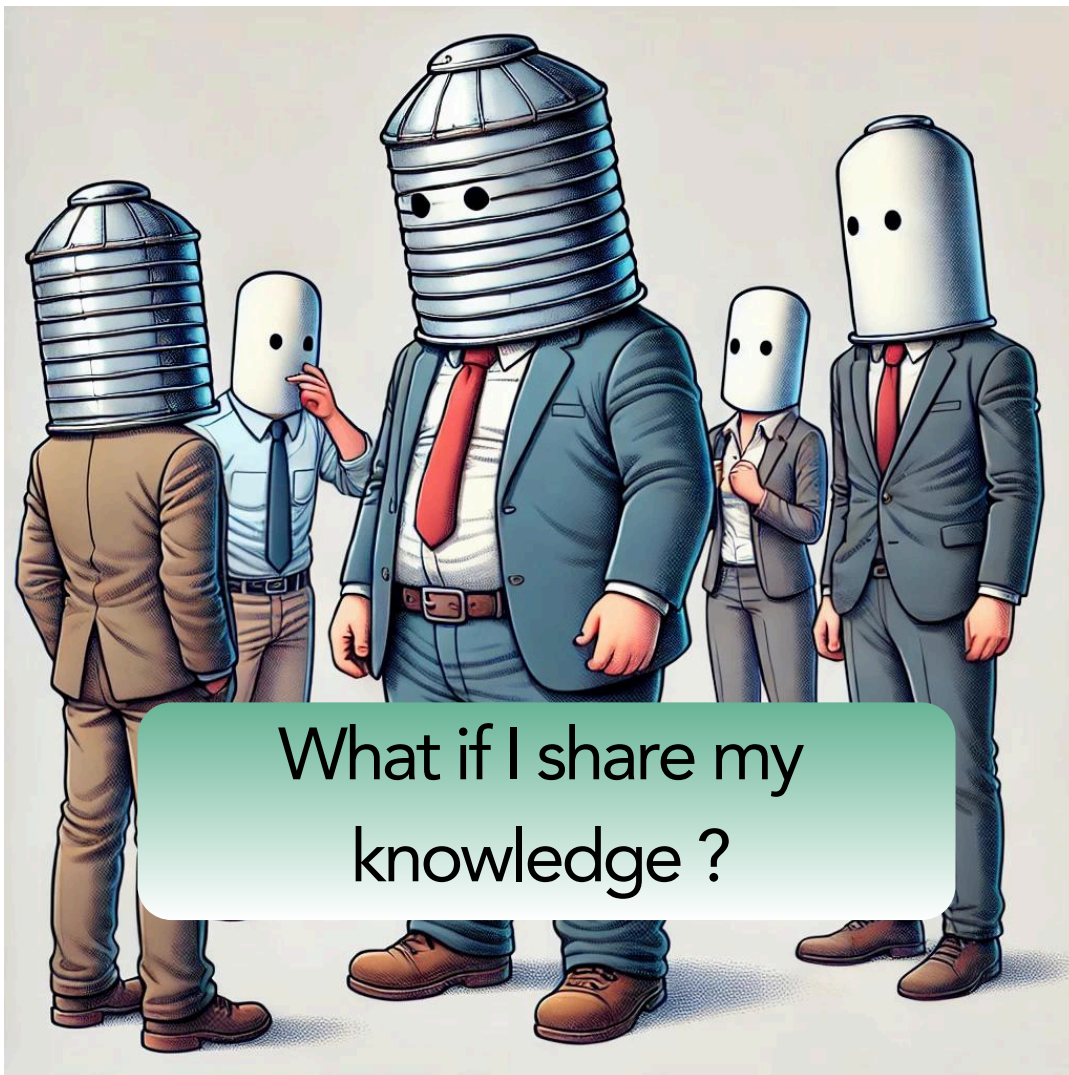
*Tales of the silo-mentality  
in the workplace*



A webcomic by  **KOMYU**



# Coming next :



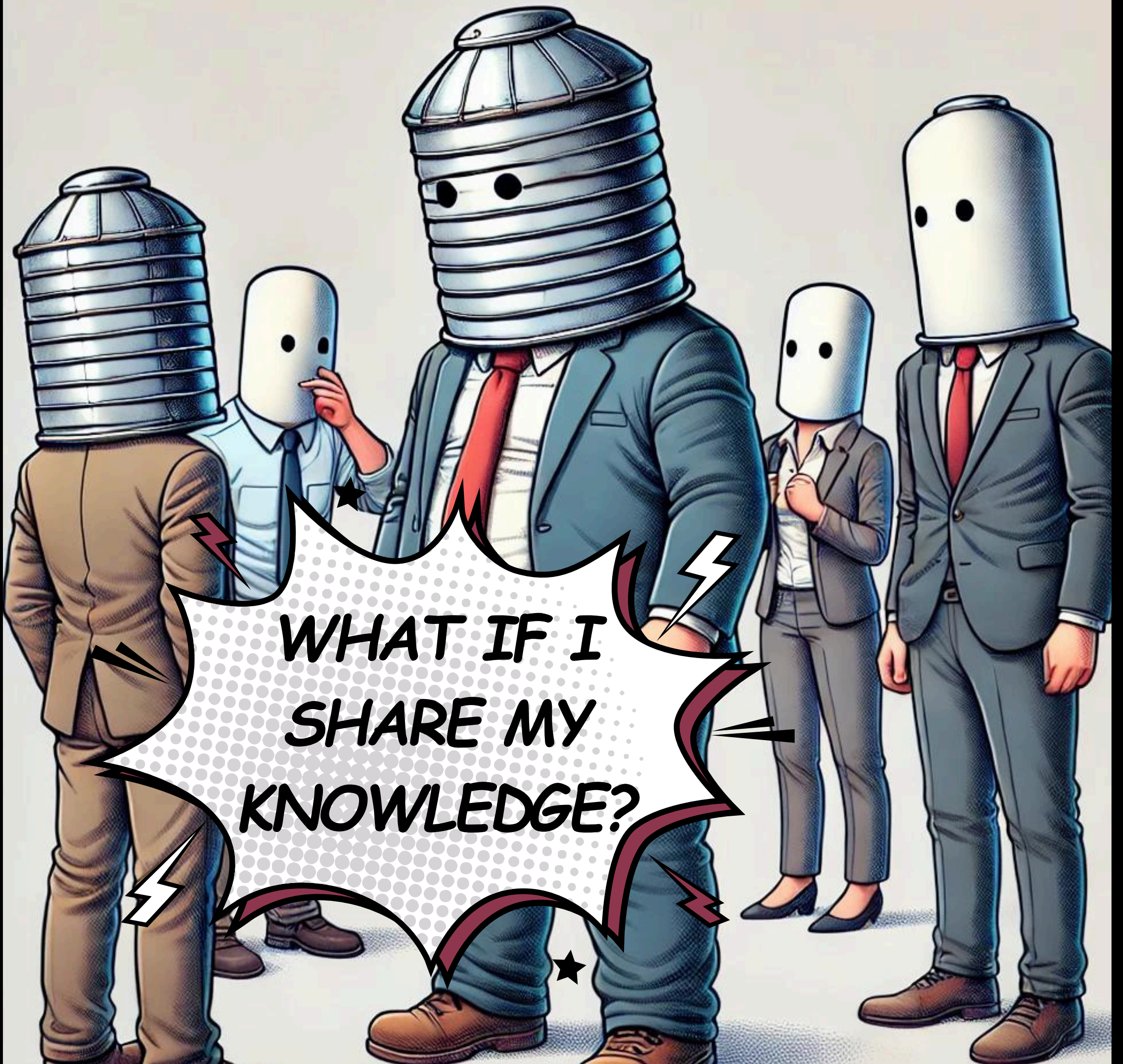
*Anyone could learn from others and even teach others... under certain conditions !*



*Finding a cross-team agreement is a difficult challenge, what about finding budget ?*



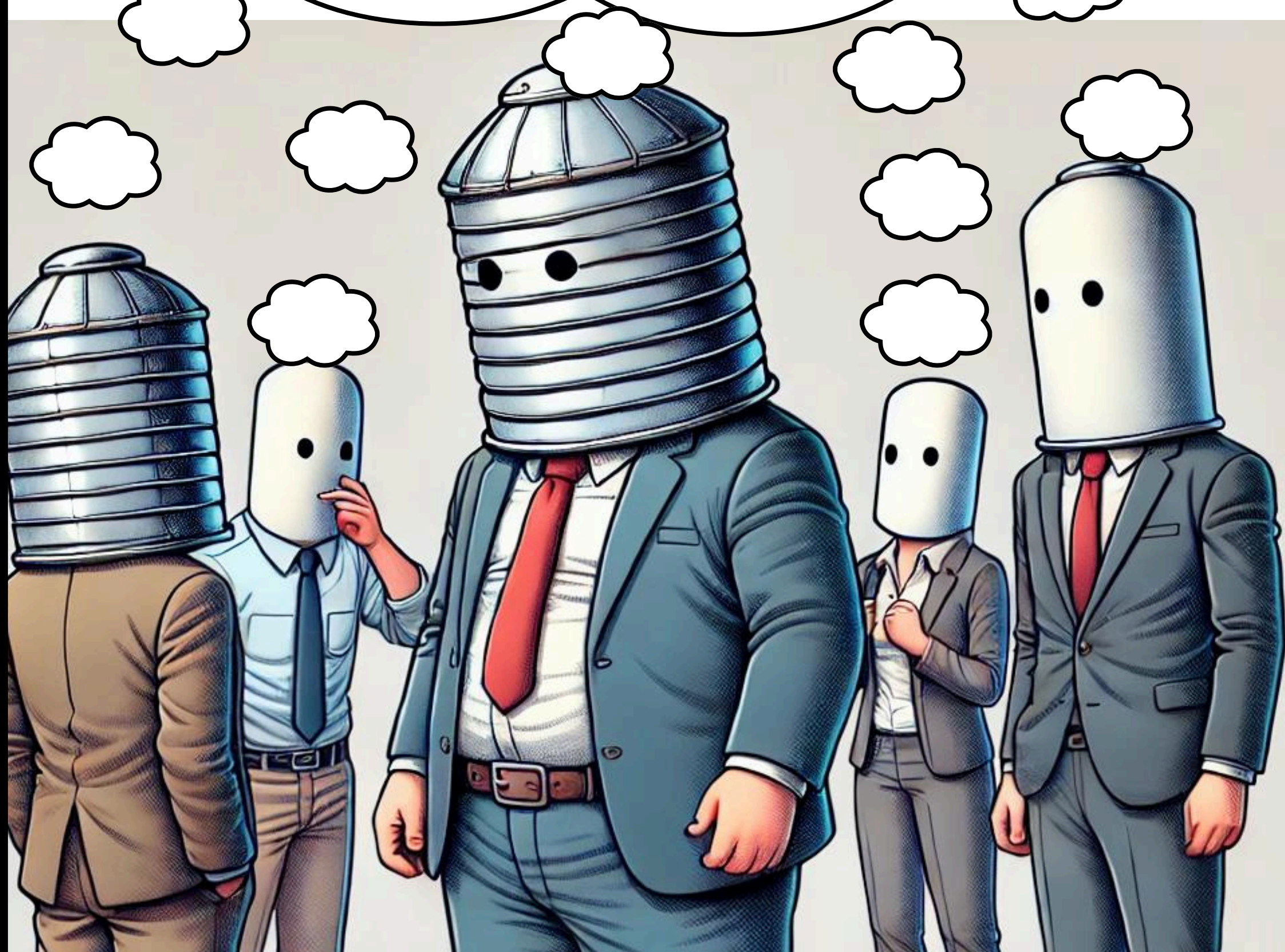
# ADVENTURES of the *silos*-people S1 - Ep 7





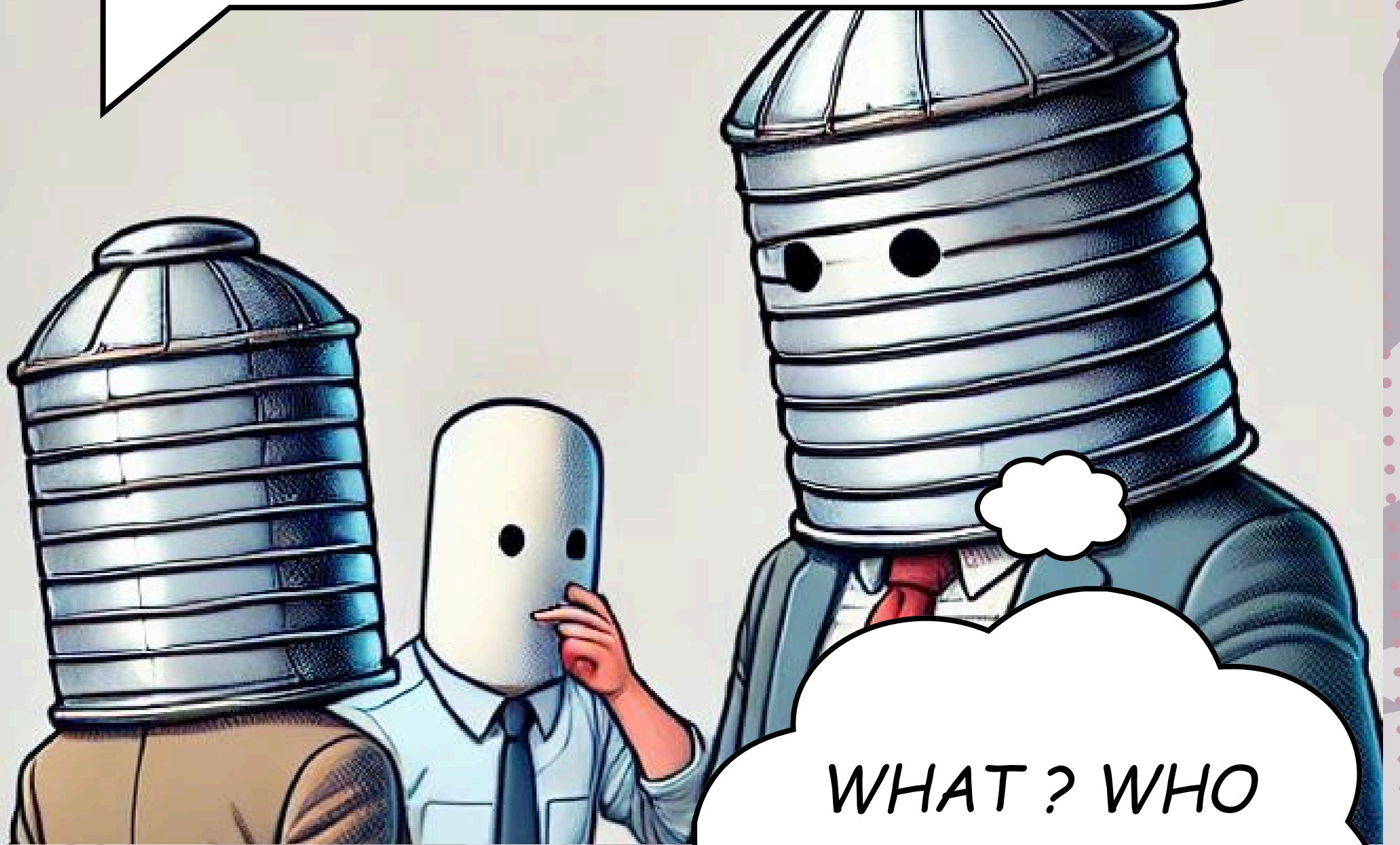
WHAT'S WITH THIS IDEA OF  
'COMMUNITY OF PRACTICE' AND  
'SHARING PROBLEMS AND FAILURES  
WITH THE NEW PLATFORM' SESSION?

I'D BETTER KEEP A LOW PROFILE





SO I HEARD YOUR TEAM SOLVED THE PROBLEM OF INSTALLING THE NEW PLATFORM AND SETTING UP RELATED PROCESSES. MY TEAM IS ALSO CURRENTLY ON THE VERGE OF SUCCESS WITH IT.

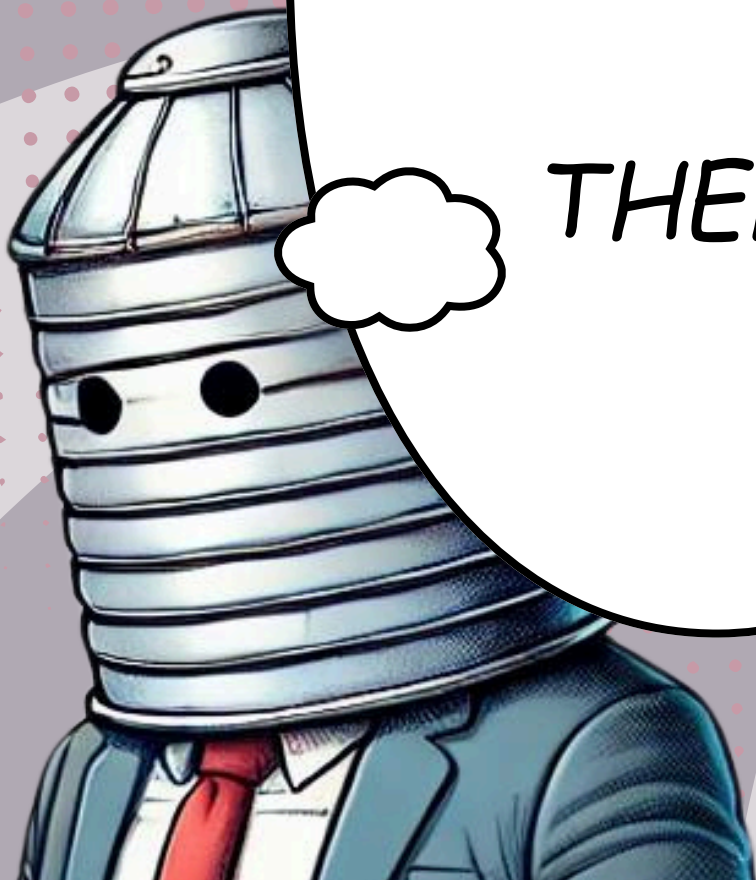


WHAT? WHO TOLD HIM THAT?

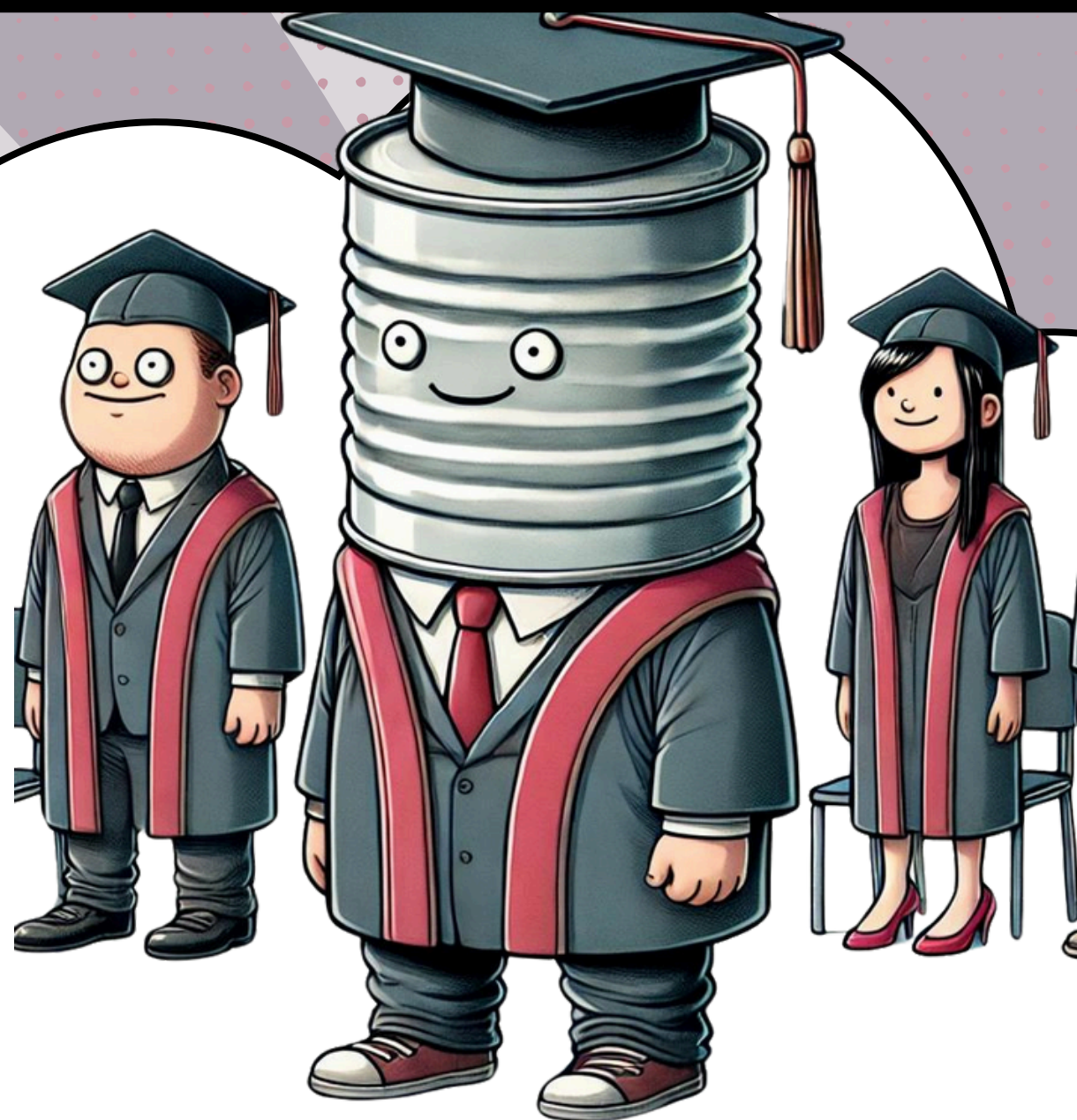




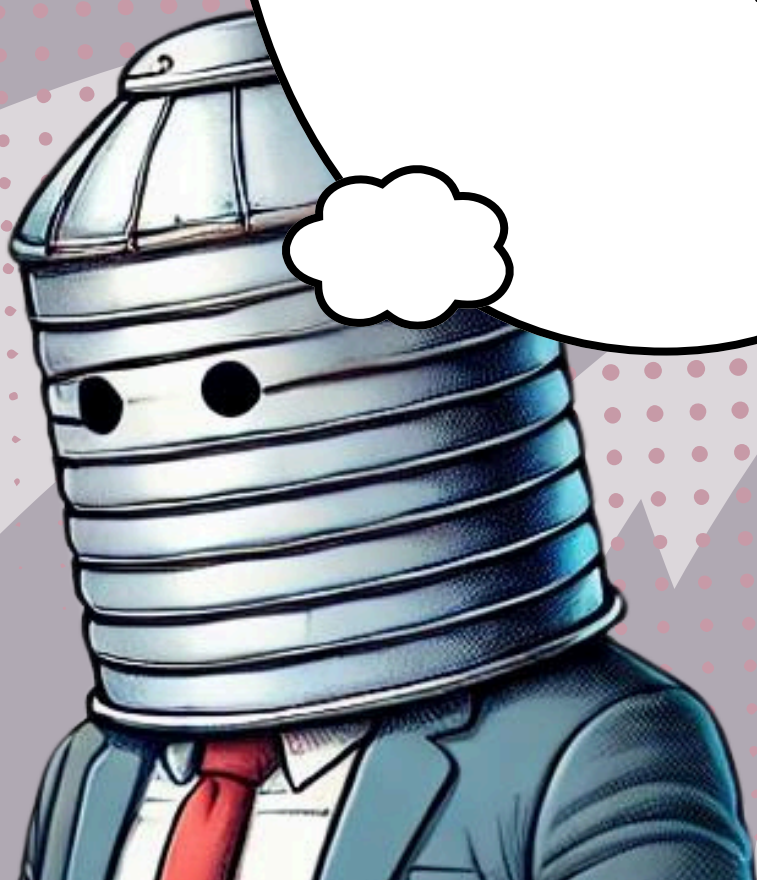
IF I REALLY TELL HIM ABOUT OUR  
SMALL SUCCESSES, HE'LL ASK MORE  
QUESTIONS, AND THEN  
HE'LL FIND A WAY  
TO COPY US  
THEN OUTSHINE US.



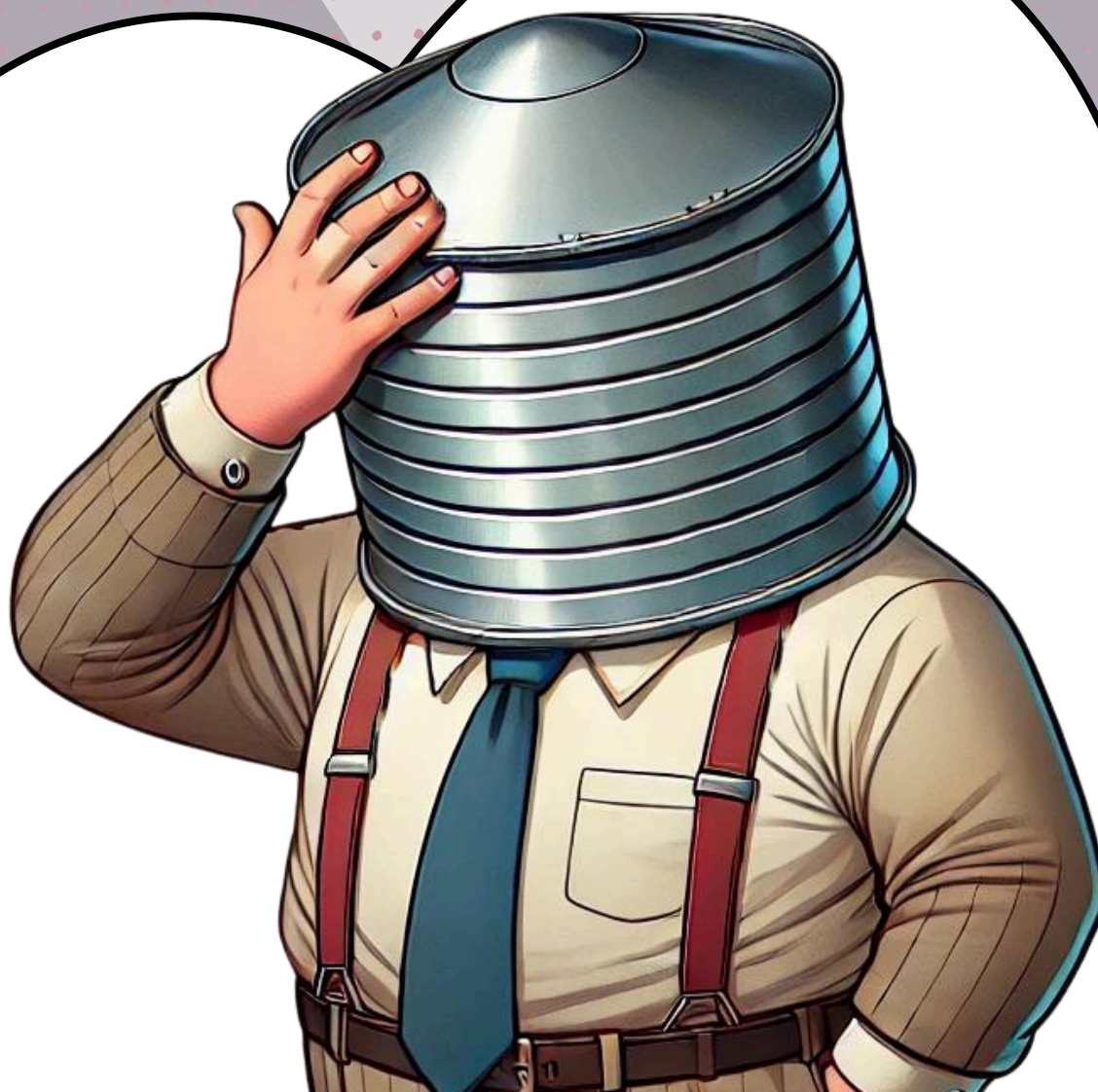




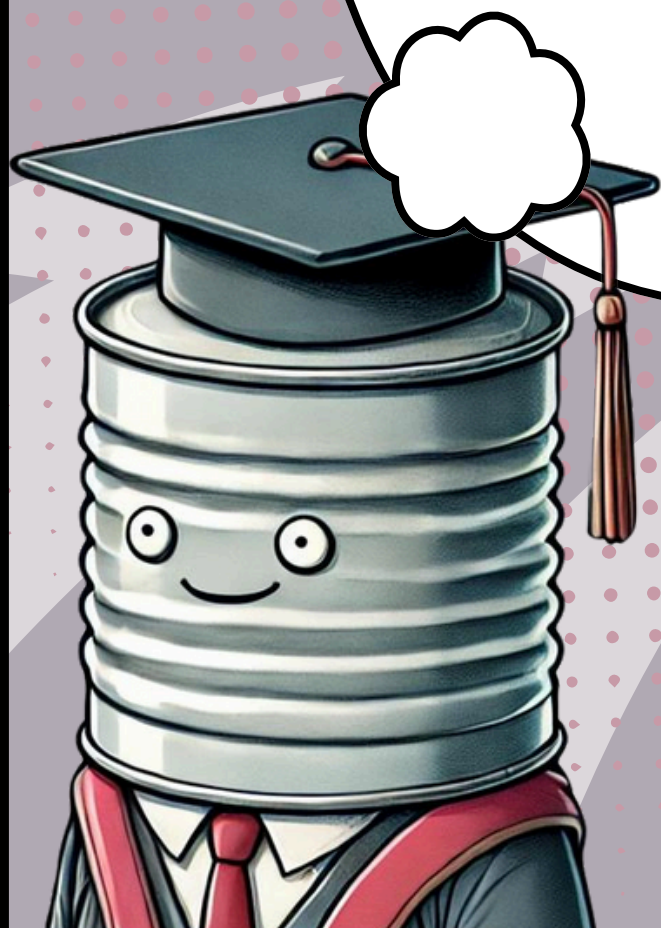
*IF I TELL HIM ABOUT OUR  
IMPLEMENTATION PROBLEMS,  
I MAY LOSE FACE AND LOOK LIKE A  
BEGINNER ABOUT THE NEW  
PLATFORM.*





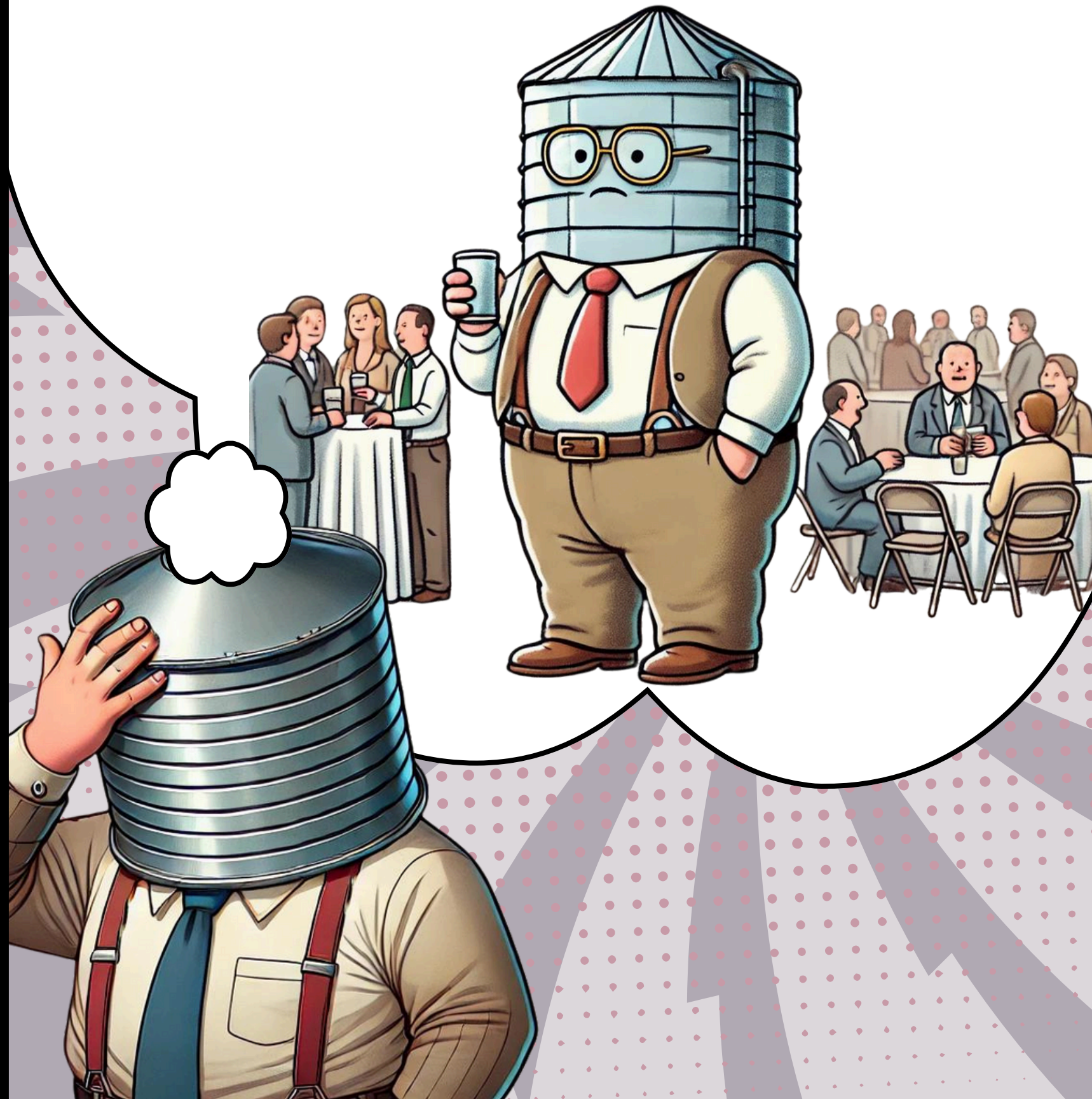


THEN IF I'M SEEN AS A BEGINNER,  
HE MAY SPREAD THE WORD AND  
IT COULD SLOWDOWN MY CAREER,  
LEAVING ME TO ROT IN MY  
CURRENT POSITION



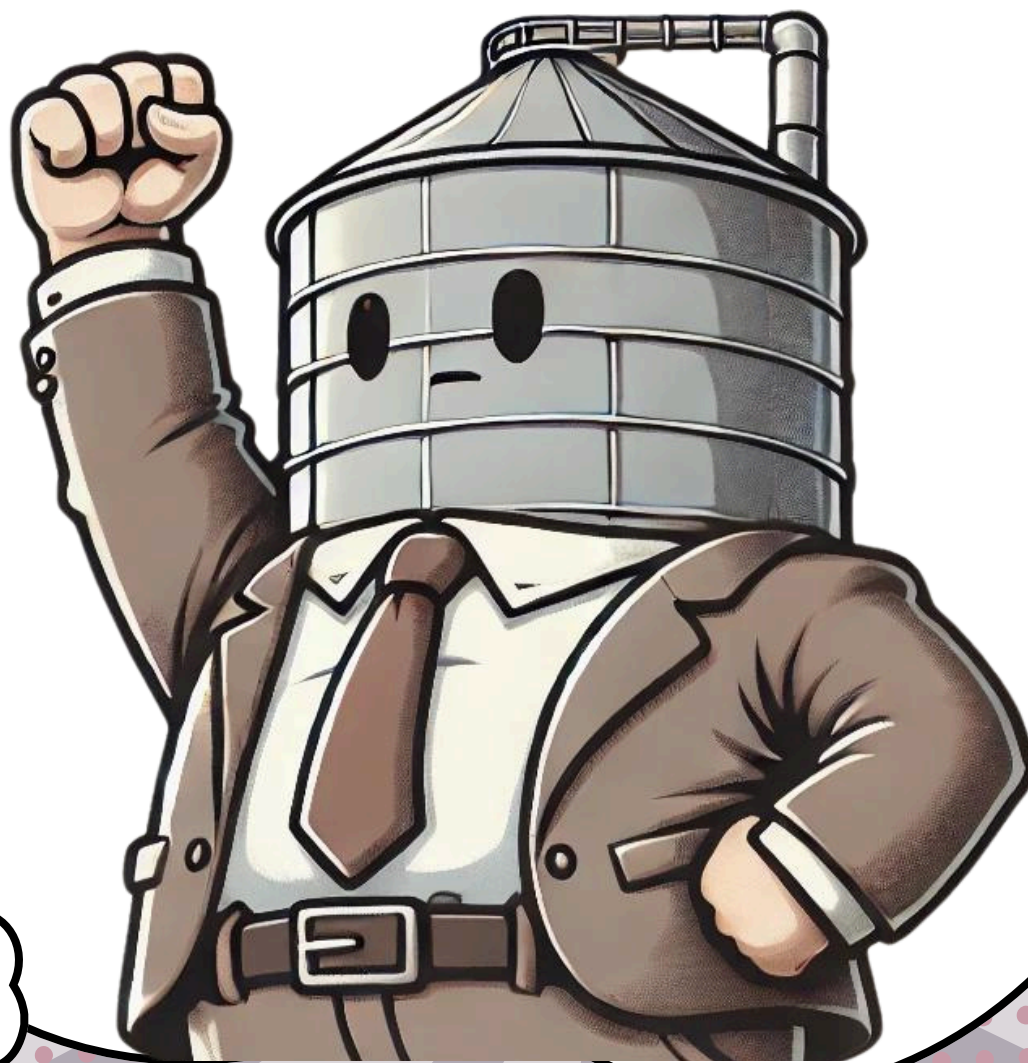


AS A ROTTING PERSON IN  
THE COMPANY,  
NOBODY WILL WANT TO WORK  
WITH ME AGAIN, I'LL END UP  
MARGINALIZED.





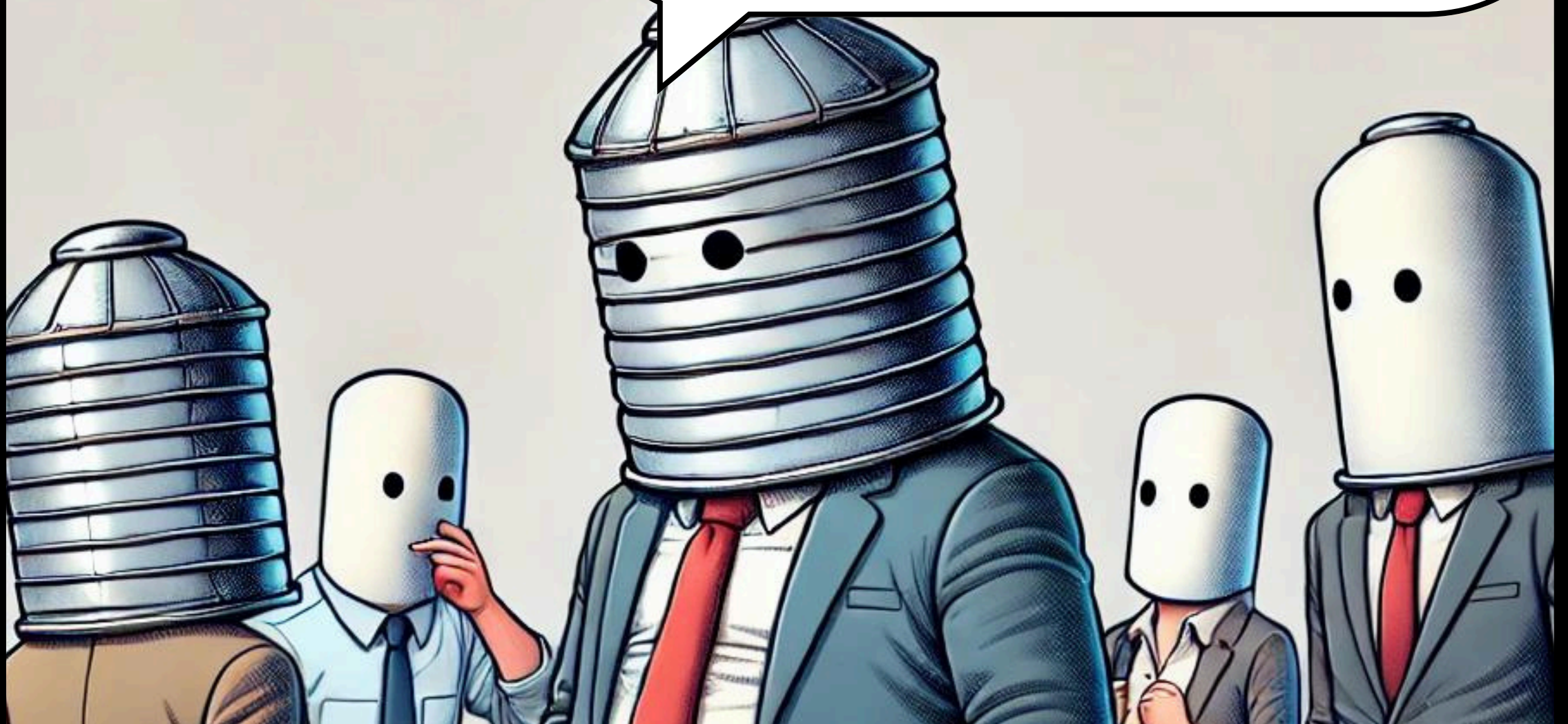
*I WILL NOT  
LET YOU  
DO THAT TO ME!*





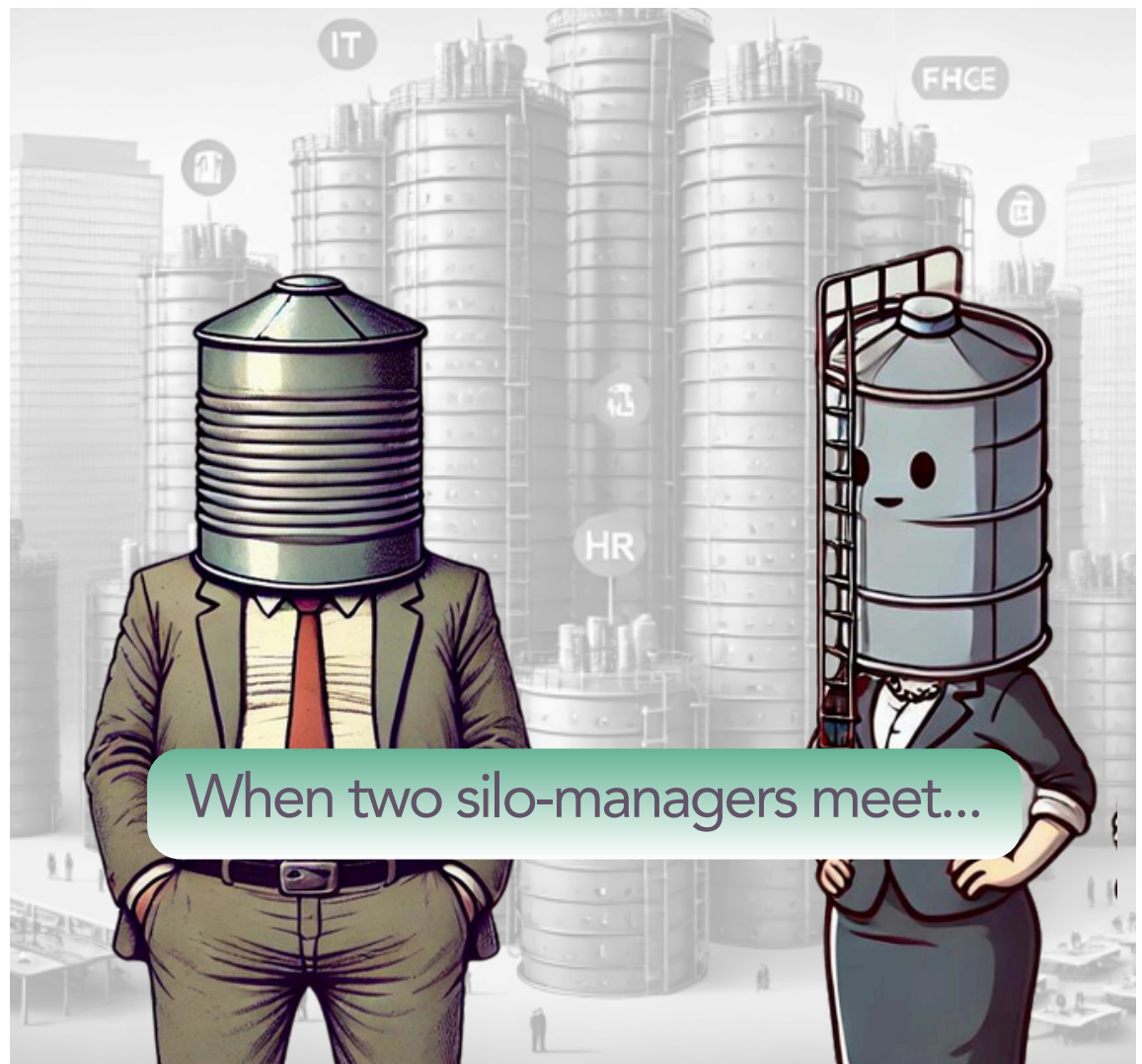
SO...? ABOUT THE NEW PLATFORM ??

I HAVE NOTHING TO SHARE WITH YOU!





# Coming next :



*Finding a cross-team agreement is a difficult challenge, what about finding budget ?*

*How would two silo-managers interact on a shared topic ?*



**ADVENTURES of**  
**the *silos*-people**    *S1 - Ep 8*





# During a meeting

A man in a brown suit and tie is standing and presenting to a group of people. The people in the audience have water cooler heads. They are sitting at a long table with laptops. The man is pointing towards a whiteboard that says "New Cross-Functional Project".

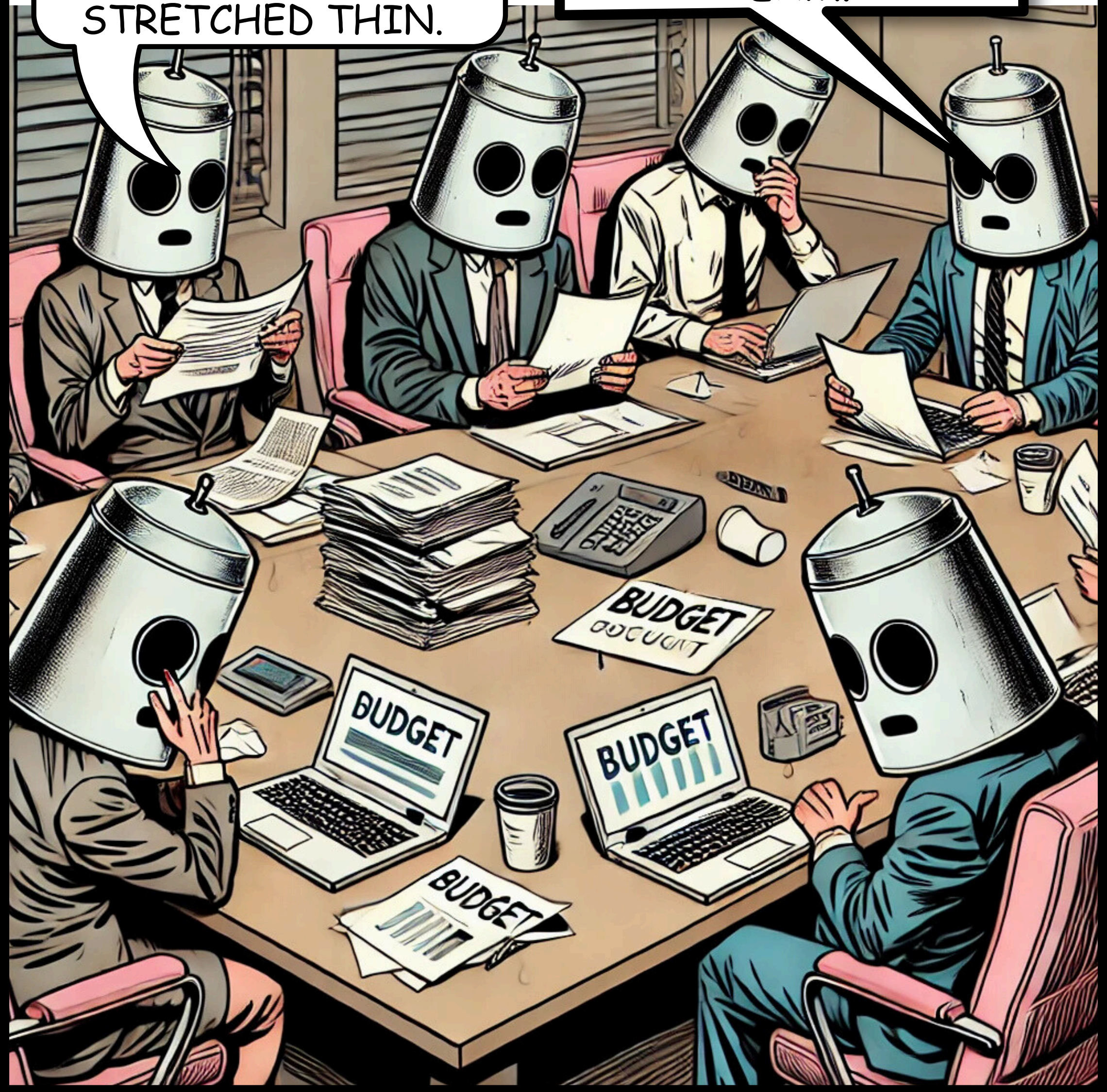
New Cross-  
Functional  
Project

WE HAVE A FANTASTIC NEW PROJECT THAT COULD REVOLUTIONIZE HOW WE WORK. BUT WE'LL NEED RESOURCES FROM EVERY DEPARTMENT TO MAKE IT HAPPEN.



SOUNDS GREAT, BUT WHO'S GOING TO PAY FOR IT? MY DEPARTMENT'S BUDGET IS ALREADY STRETCHED THIN.

WE CAN'T JUSTIFY THIS COST WITHOUT A DIRECT BENEFIT TO OUR TEAM.

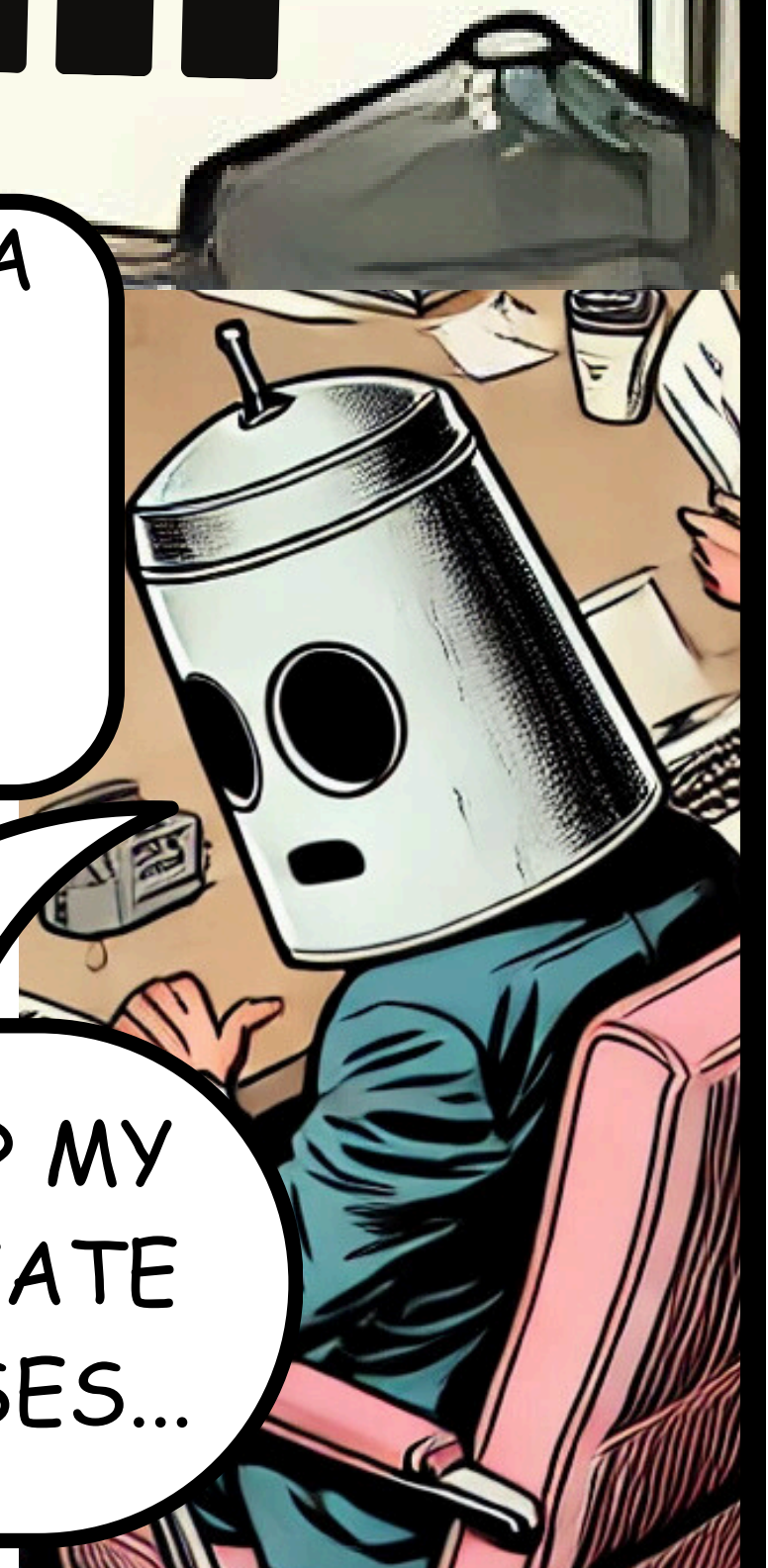






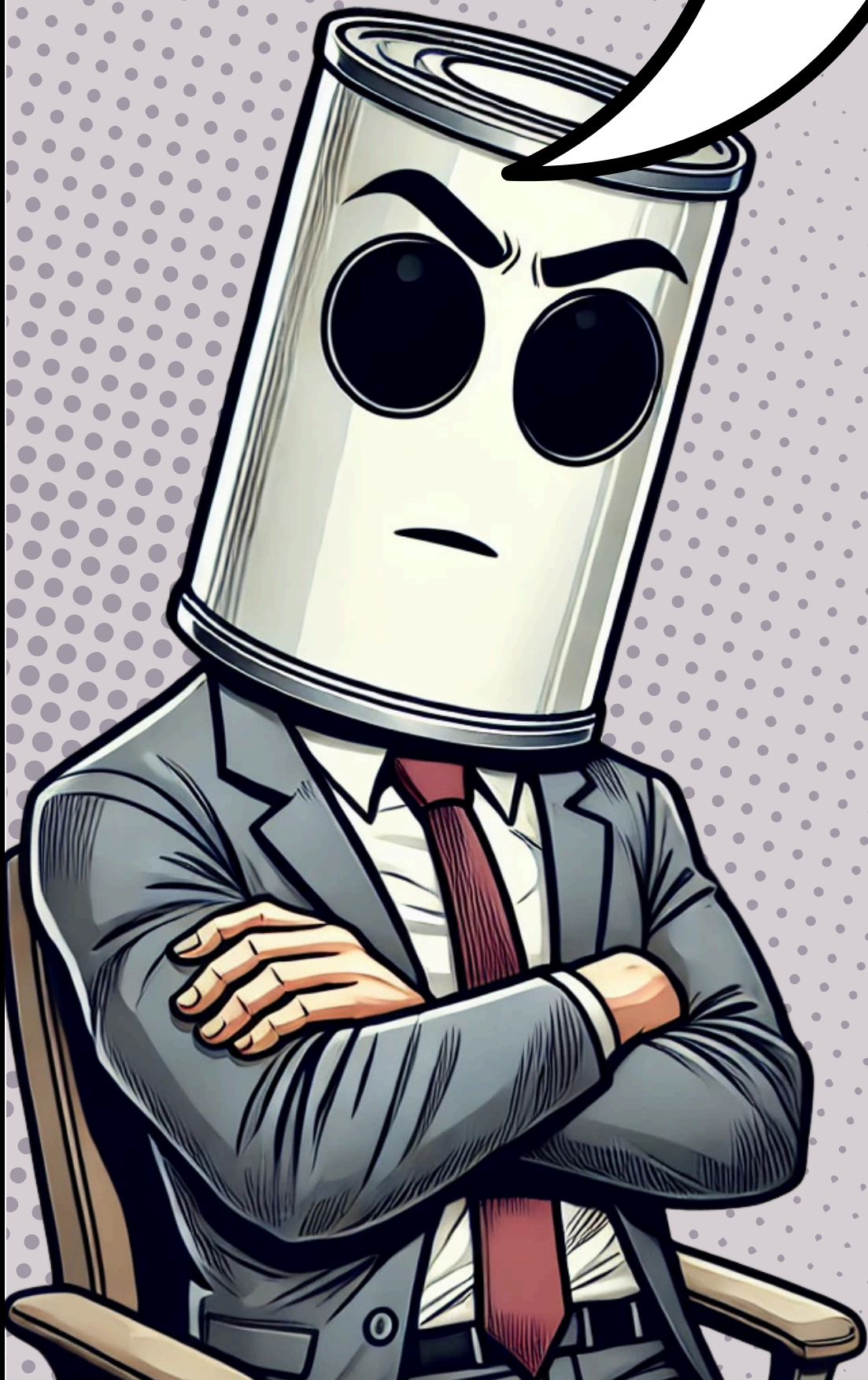
BUT IF WE ALL CONTRIBUTE A LITTLE, WE'LL SEE SIGNIFICANT LONG-TERM SAVINGS AND IMPROVED EFFICIENCY FOR EVERYONE!

LONG-TERM SAVINGS? MY BOSS WANTS IMMEDIATE RESULTS, NOT PROMISES...

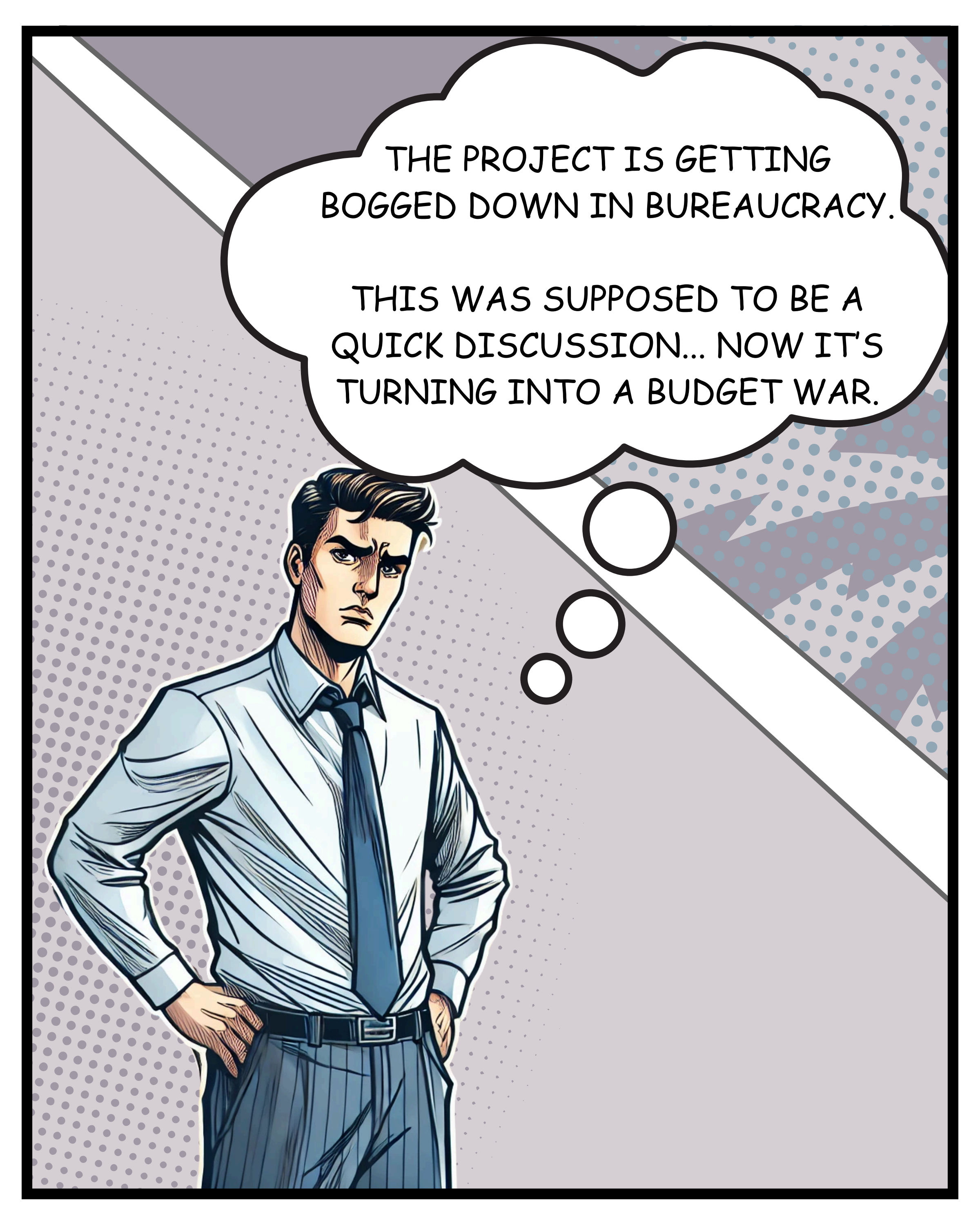




WE NEED TO SEE A DETAILED  
BREAKDOWN OF THE COSTS. AND  
WE'LL NEED APPROVAL FROM OUR  
VP BEFORE WE COMMIT TO  
ANYTHING.





A man in a light blue dress shirt and dark blue tie stands with his hands on his hips, looking frustrated. A large thought bubble above him contains text. The background features a grey and white halftone pattern and a diagonal white line.

THE PROJECT IS GETTING  
BOGGED DOWN IN BUREAUCRACY.

THIS WAS SUPPOSED TO BE A  
QUICK DISCUSSION... NOW IT'S  
TURNING INTO A BUDGET WAR.

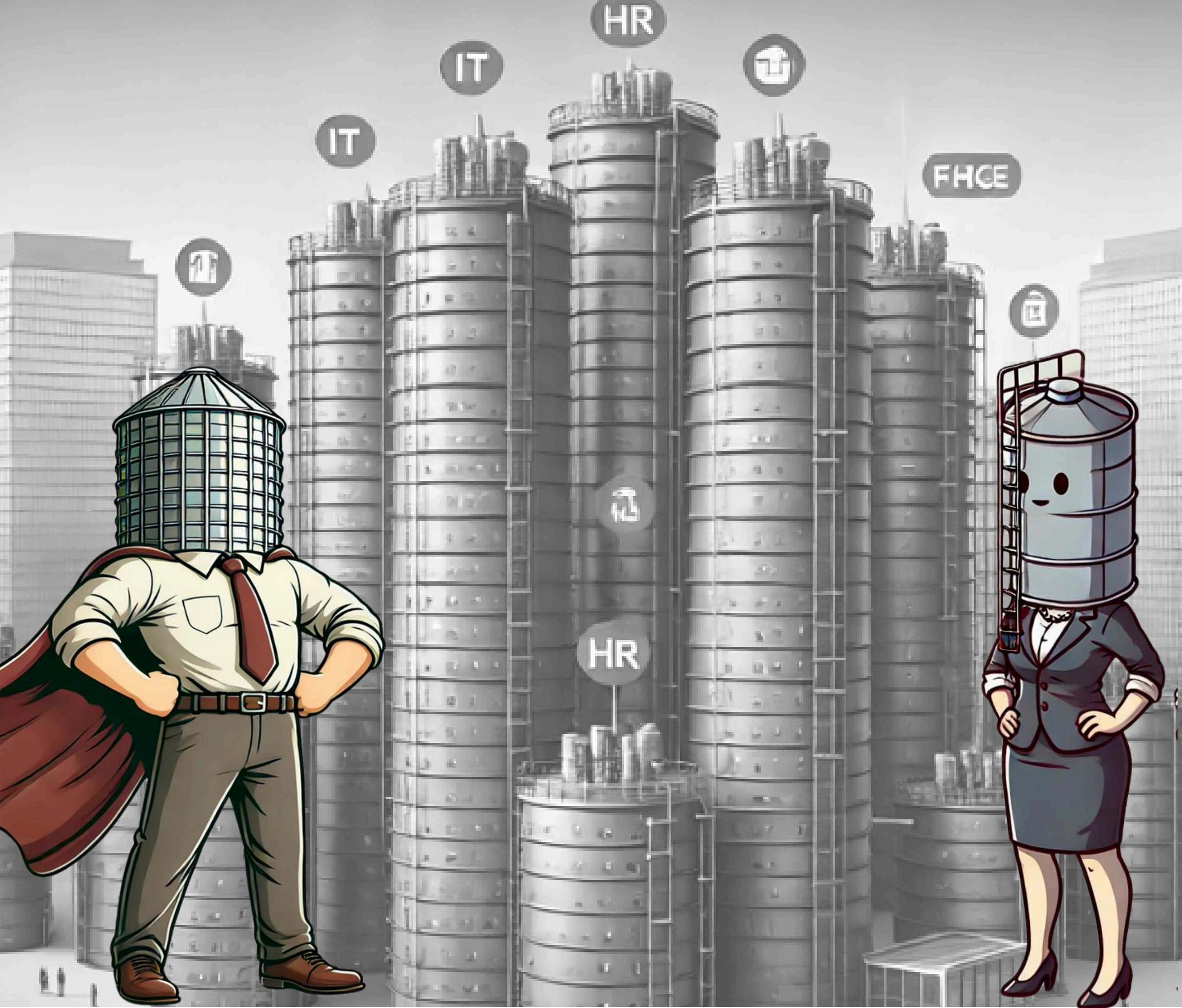




MAYBE I SHOULD START  
MY OWN SILO IN THE  
COMPANY...

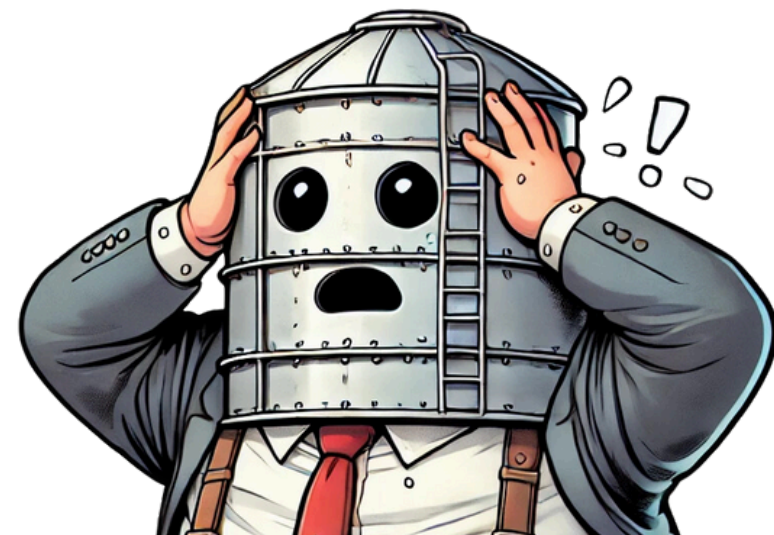






# ADVENTURES of the *silo-people*

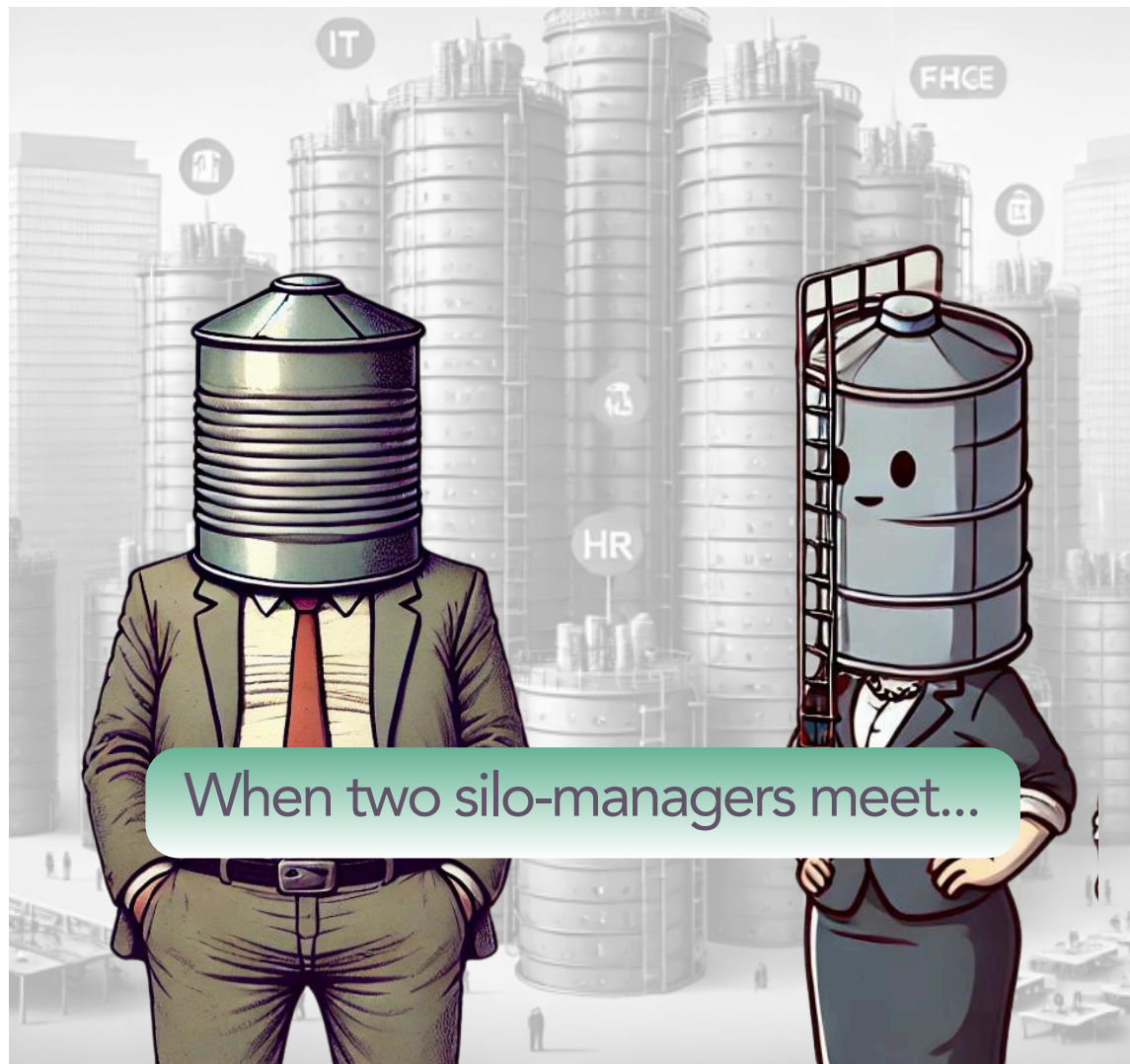
*Tales of the silo-mentality  
in the workplace*



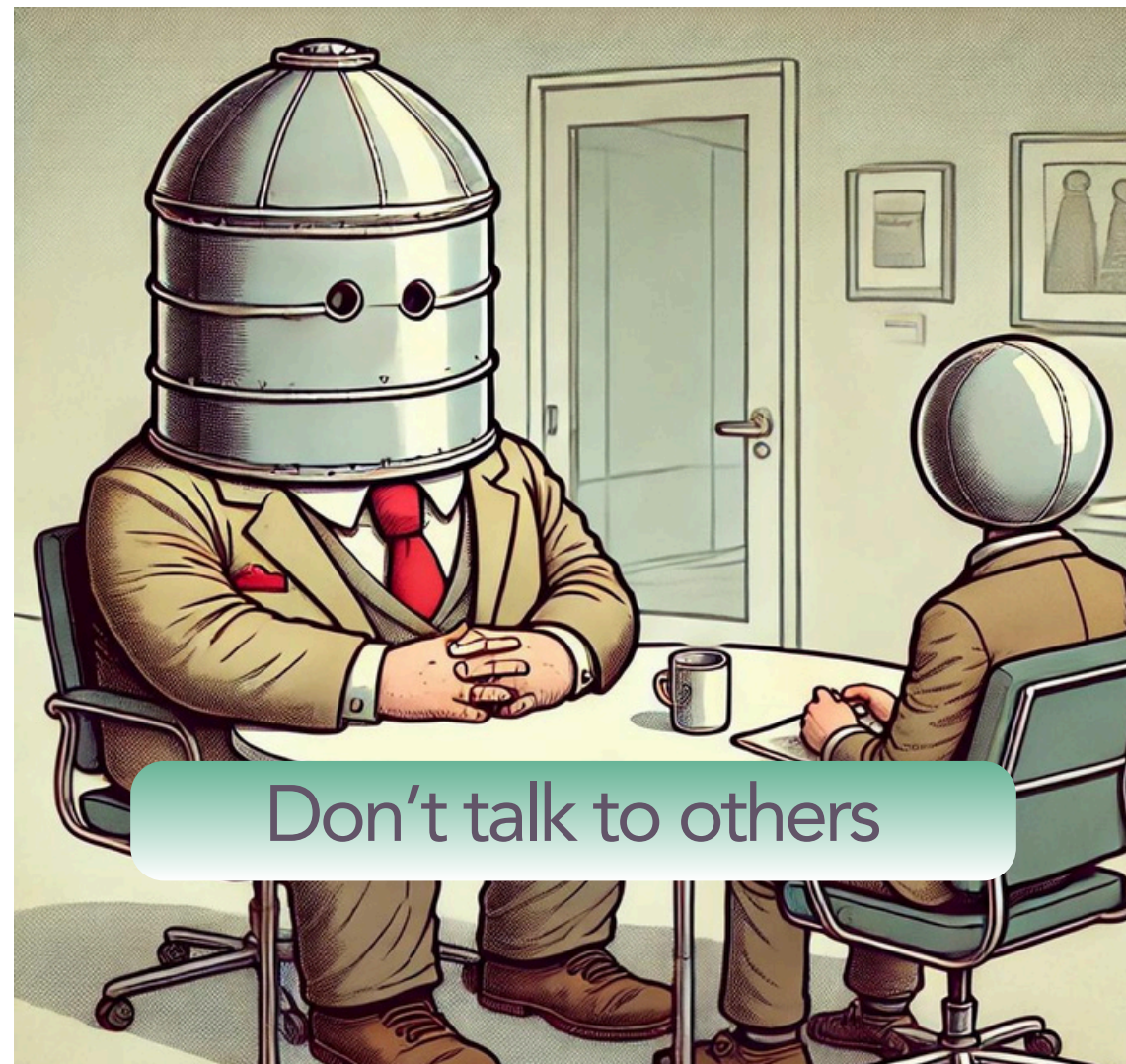
A webcomic by  **KOMYU**



# Coming next :



*How would two silo-managers interact on a shared topic ?*



*Embrace silo-mentality, it seems good for your career !*



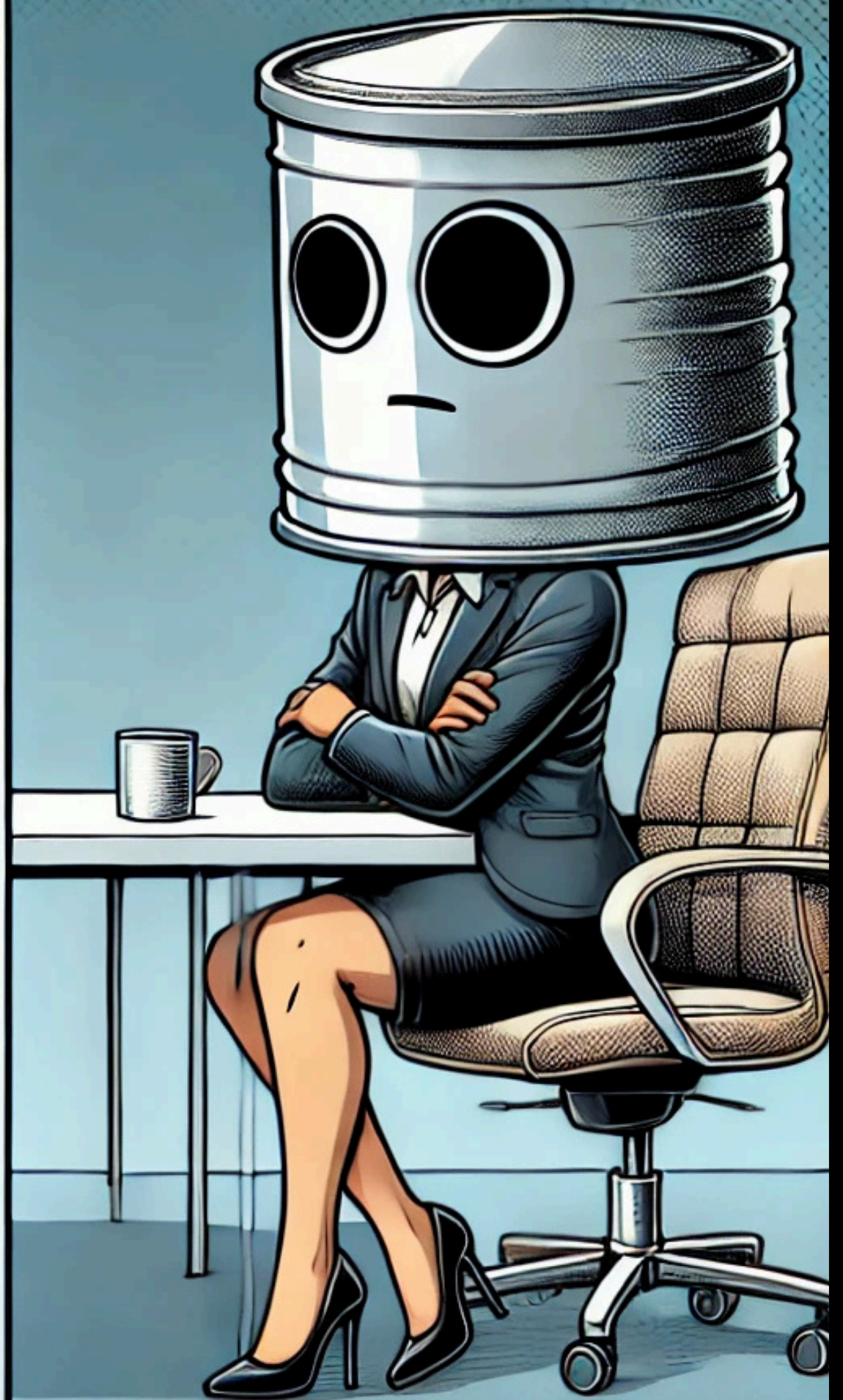
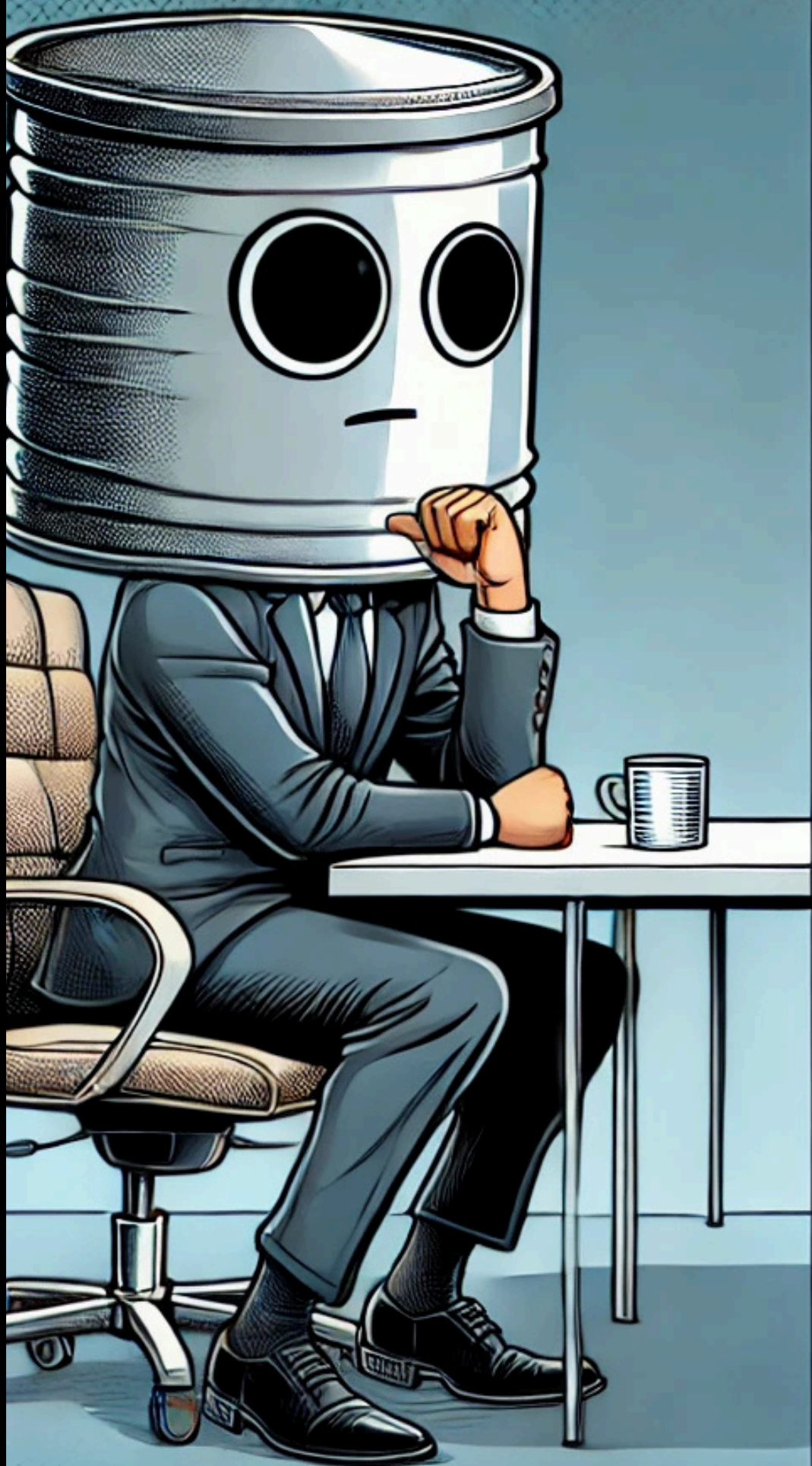
# ADVENTURES of the *silos*-people *S1 - Ep 9*



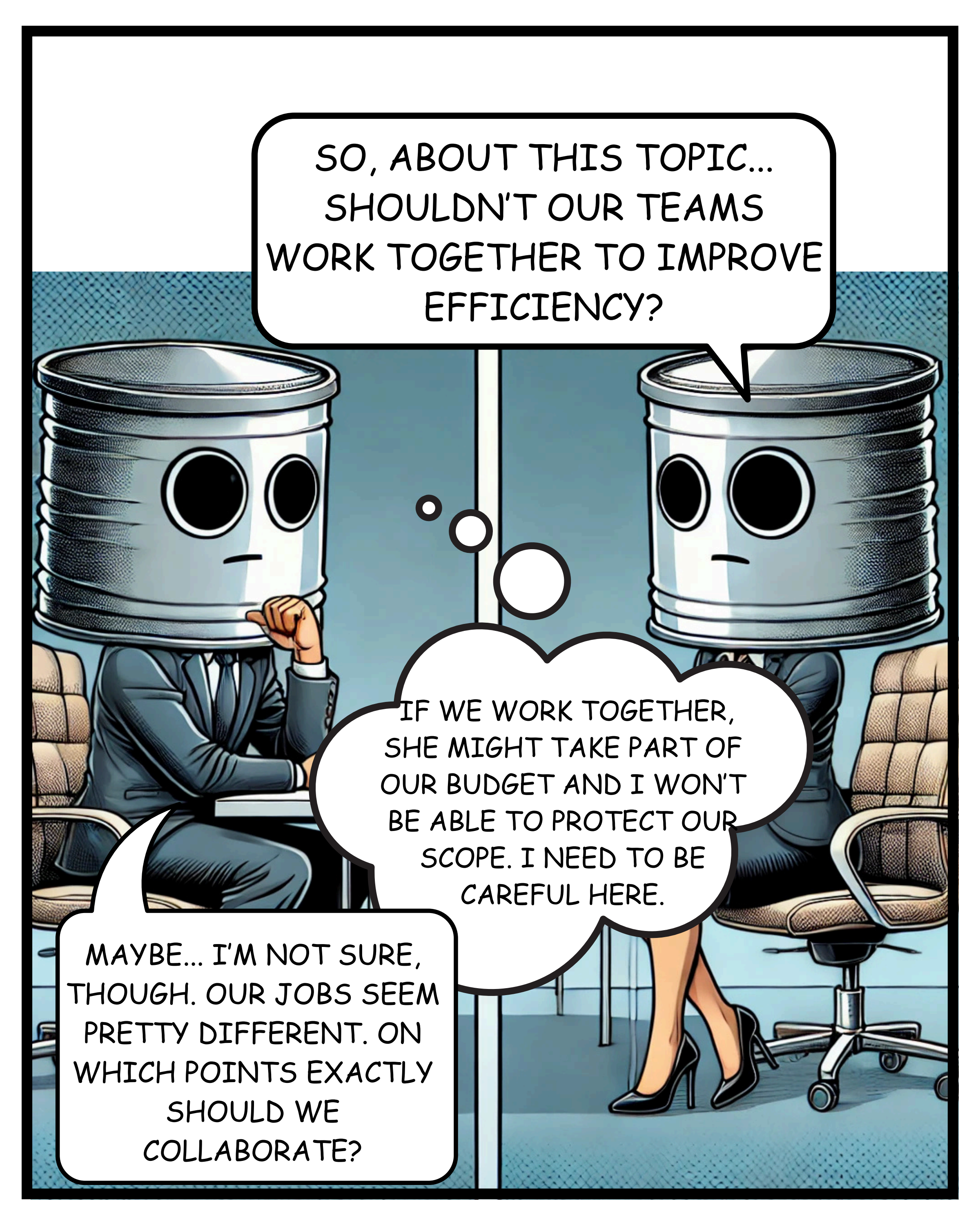
WHEN TWO  
SILO-MANAGERS  
MEET...



DURING A MEETING ABOUT A NEW INITIATIVE, BETWEEN TWO DEPARTMENT REPRESENTATIVES WHO RARELY WORK TOGETHER...







SO, ABOUT THIS TOPIC...  
SHOULDN'T OUR TEAMS  
WORK TOGETHER TO IMPROVE  
EFFICIENCY?

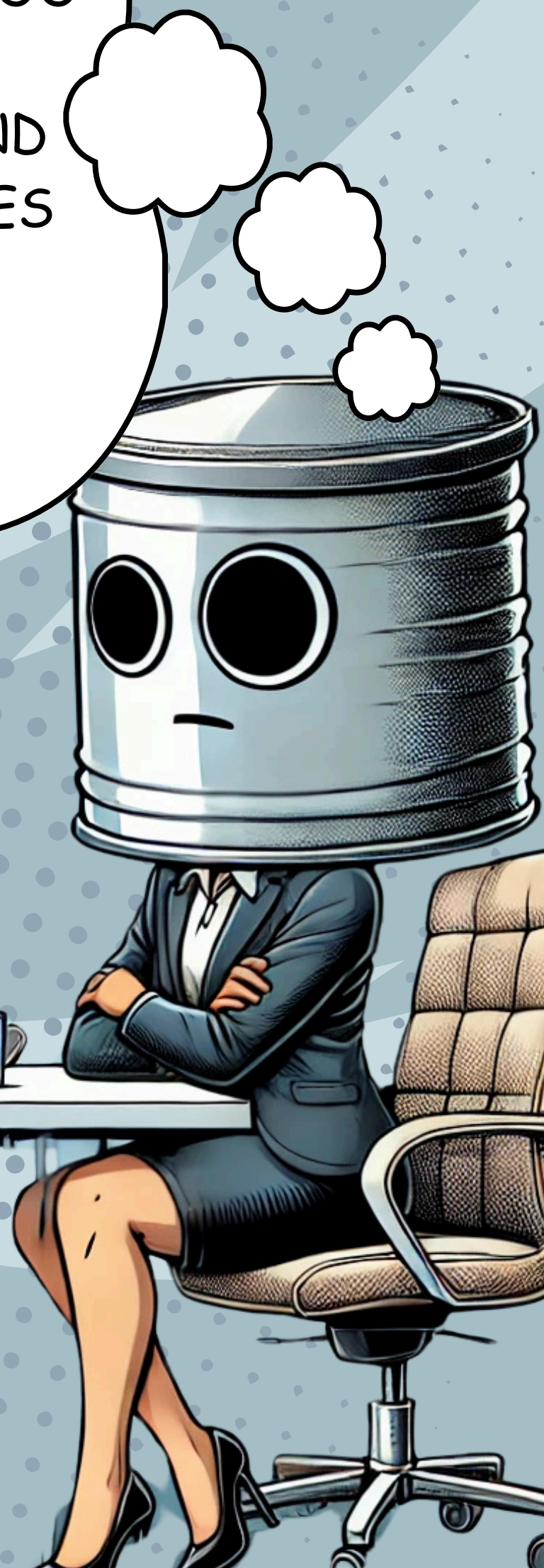
IF WE WORK TOGETHER,  
SHE MIGHT TAKE PART OF  
OUR BUDGET AND I WON'T  
BE ABLE TO PROTECT OUR  
SCOPE. I NEED TO BE  
CAREFUL HERE.

MAYBE... I'M NOT SURE,  
THOUGH. OUR JOBS SEEM  
PRETTY DIFFERENT. ON  
WHICH POINTS EXACTLY  
SHOULD WE  
COLLABORATE?

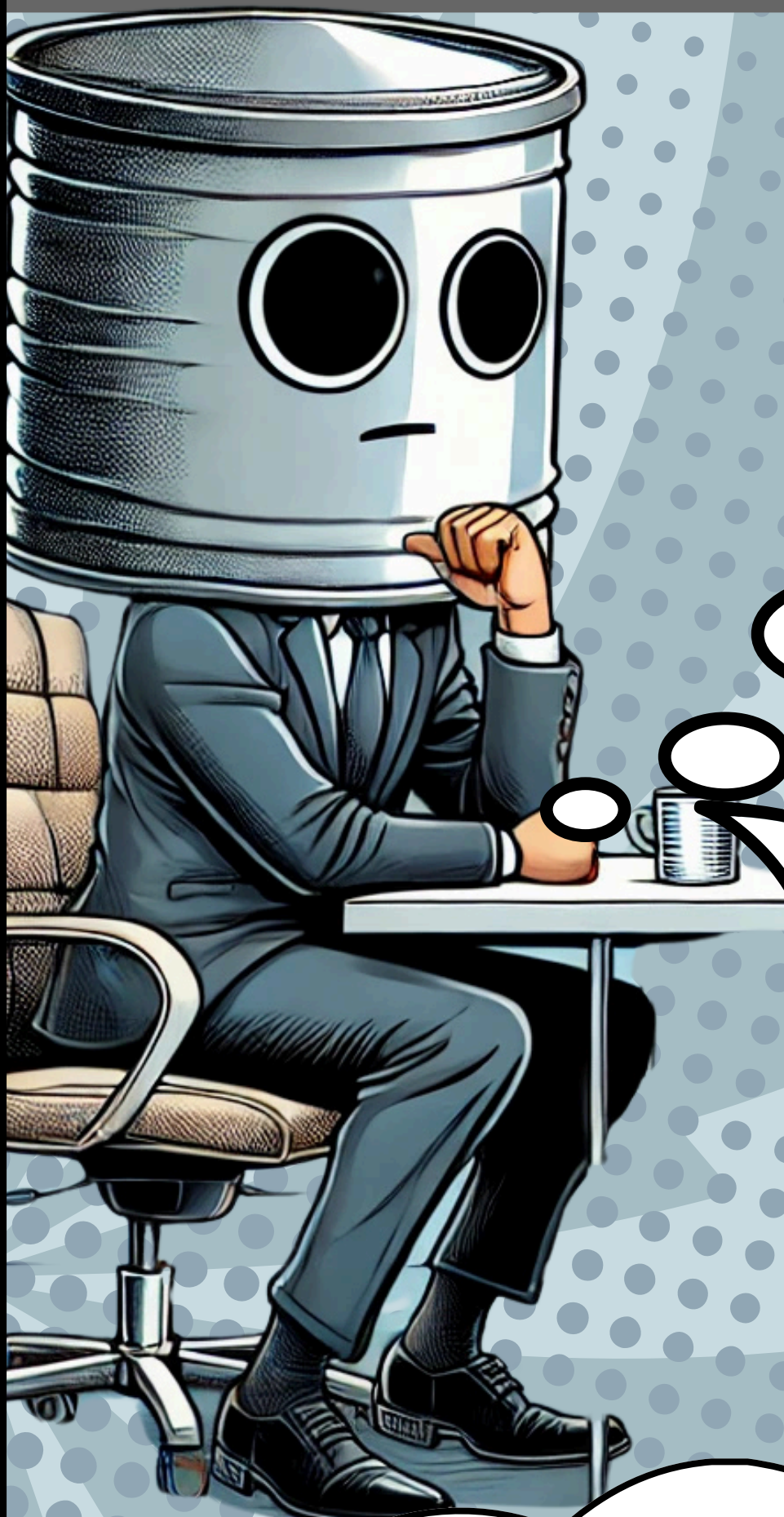


IF I MENTION THINGS THAT ARE TOO IMPORTANT, I MIGHT END UP ABSORBING THEIR WORKLOAD, AND WE'LL HAVE TO USE OUR RESOURCES TO BOOST THEIR RESULTS...)

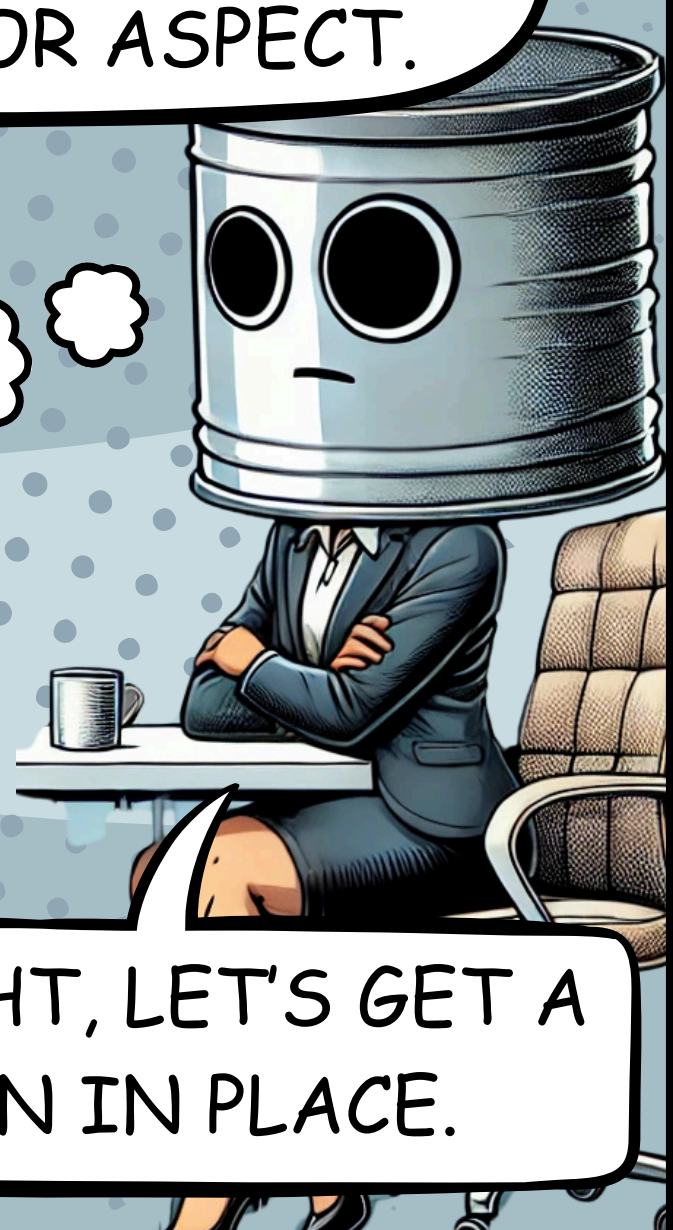
WELL, THERE'S PROBABLY A MINOR POINT WE COULD SET UP A FEW MEETINGS ABOUT. SOMETHING SMALL TO GET THINGS MOVING.







GREAT, IF IT'S SOMETHING MINOR, I CAN STILL PROTECT OUR BUDGET AND GROW MY TEAM. PERFECT OPPORTUNITY.



THAT SOUNDS REASONABLE. I THINK WE CAN AGREE TO A FEW MEETINGS TO EXPLORE THAT MINOR ASPECT.

PERFECT, THIS GIVES ME A CHANCE TO GROW MY SCOPE WITHOUT COMMITTING TOO MUCH. A FEW MEETINGS, THEN MY TEAM CAN EXPAND FROM THERE.

ALRIGHT, LET'S GET A PLAN IN PLACE.

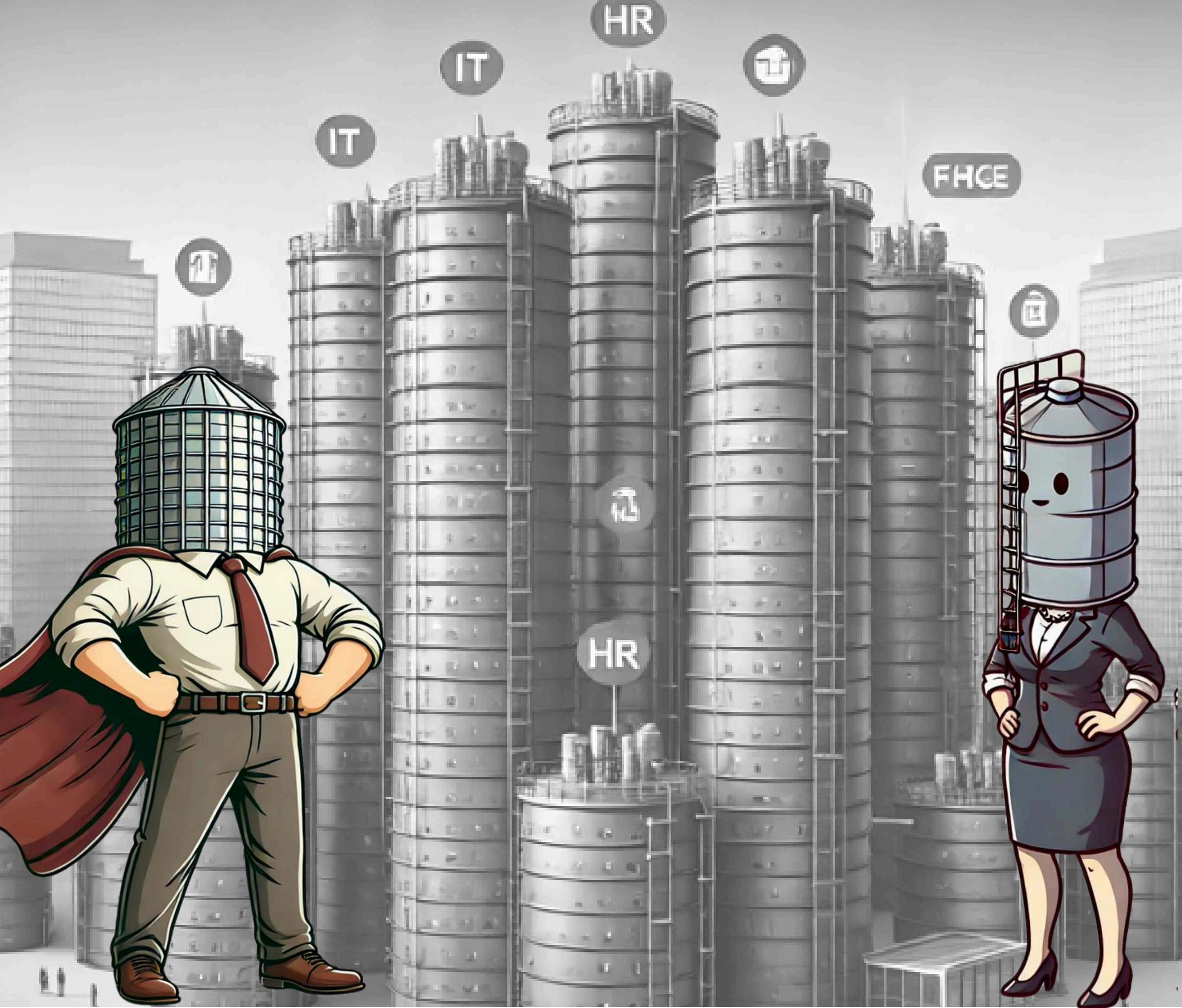




SOUNDS GREAT, NOW IT'S TIME TO GROW MY  
TEAM AND SCOPE.

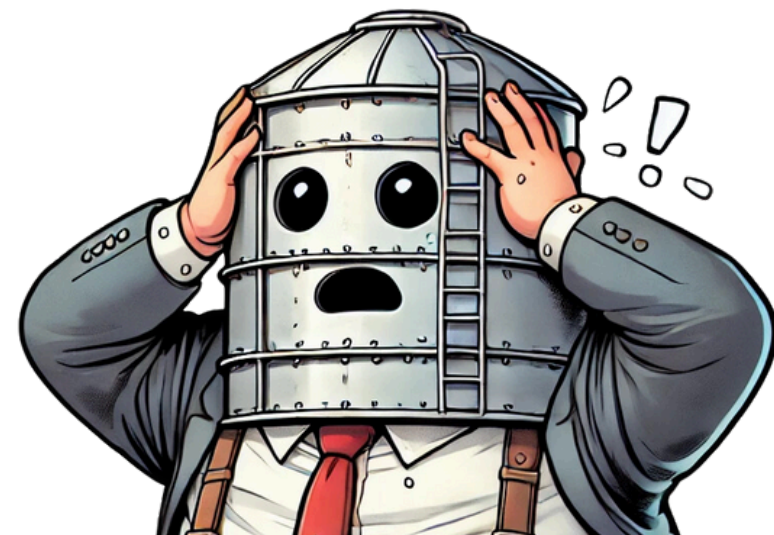
OUR TEAM IS  
HAPPY TO WORK  
WITH YOURS.





# ADVENTURES of the *silo-people*

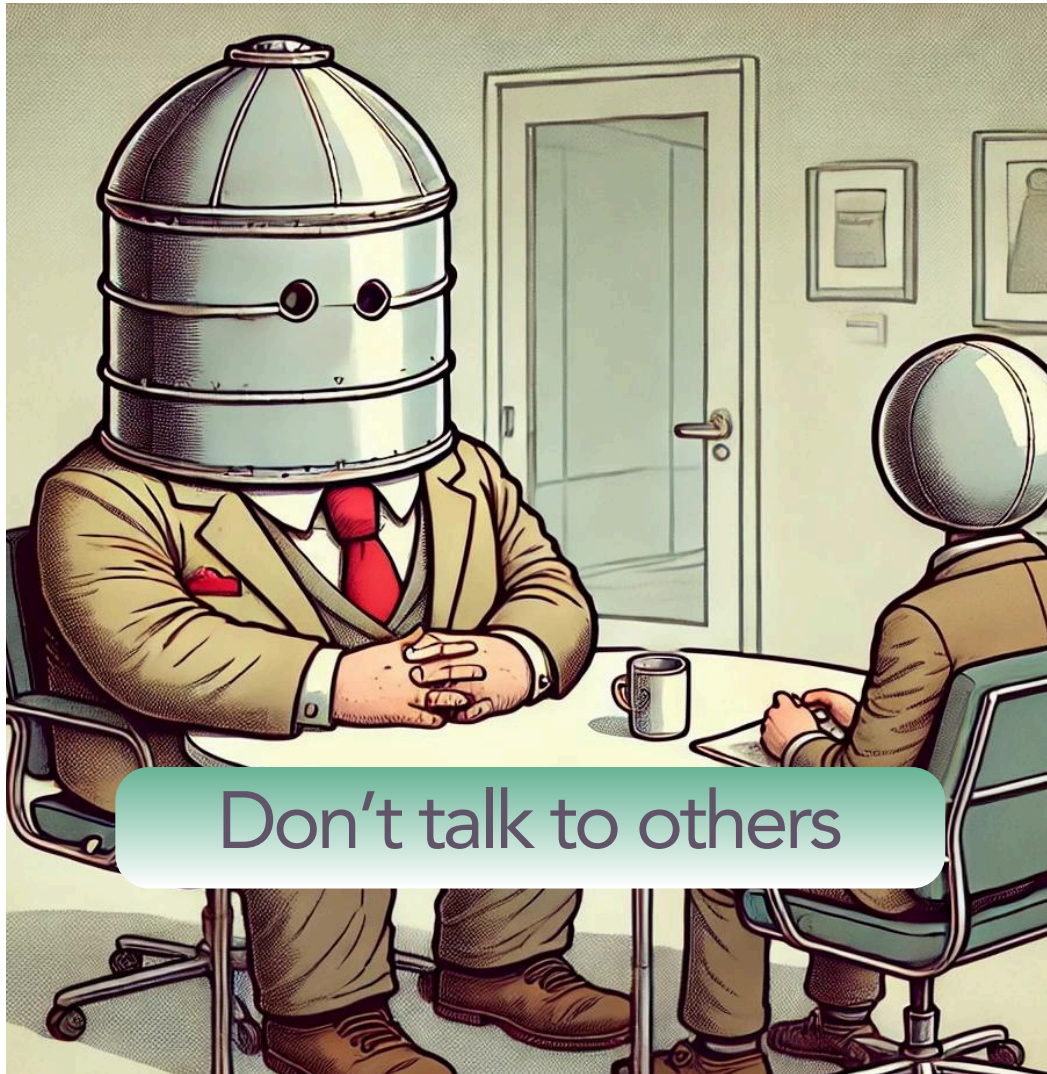
*Tales of the silo-mentality  
in the workplace*



A webcomic by  **KOMYU**



# Coming next :



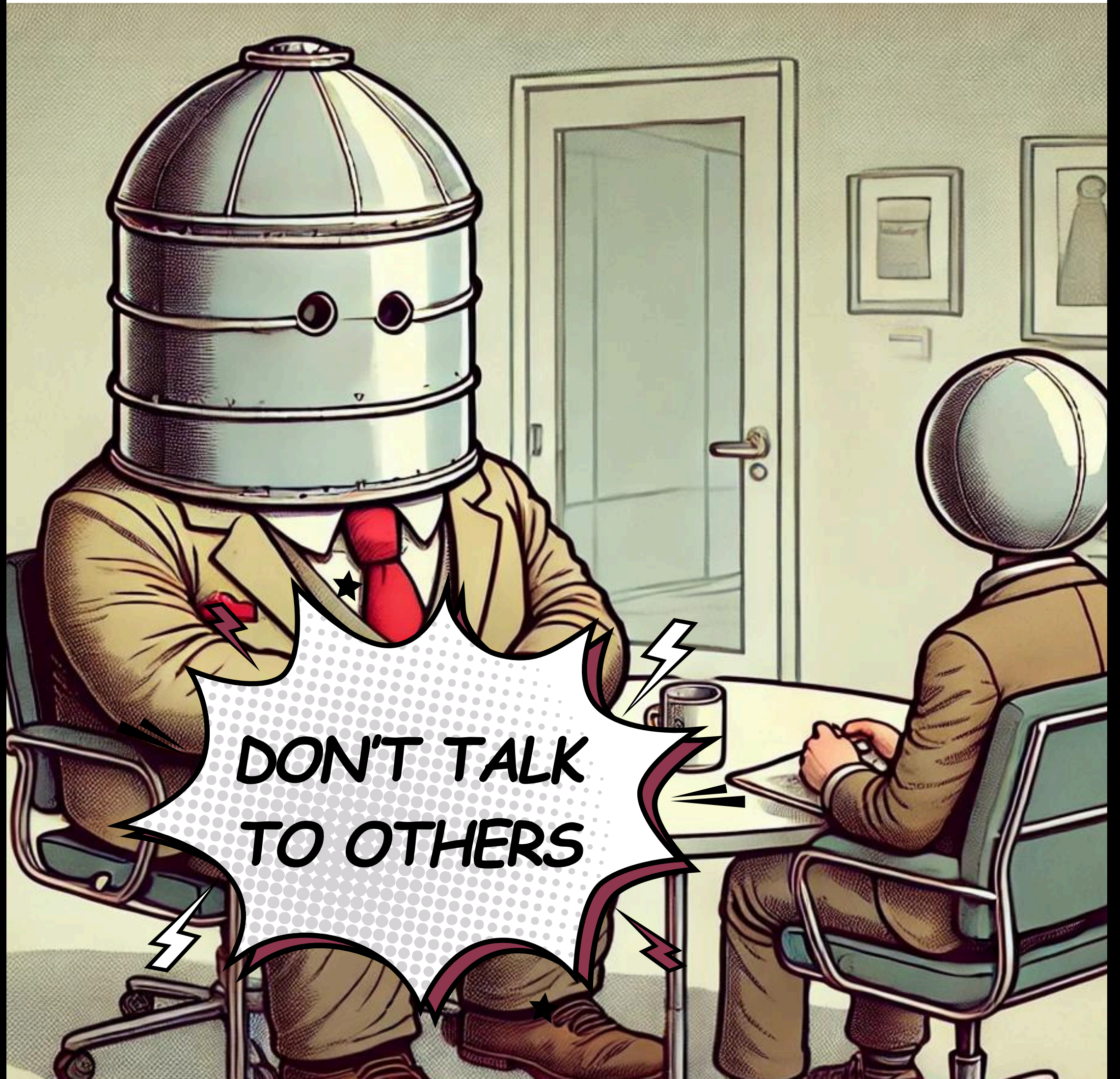
*Embrace silo-  
mentality, it  
seems good for  
your career !*



*Company norms  
and standards are  
good, as long as I  
get to define  
them.*

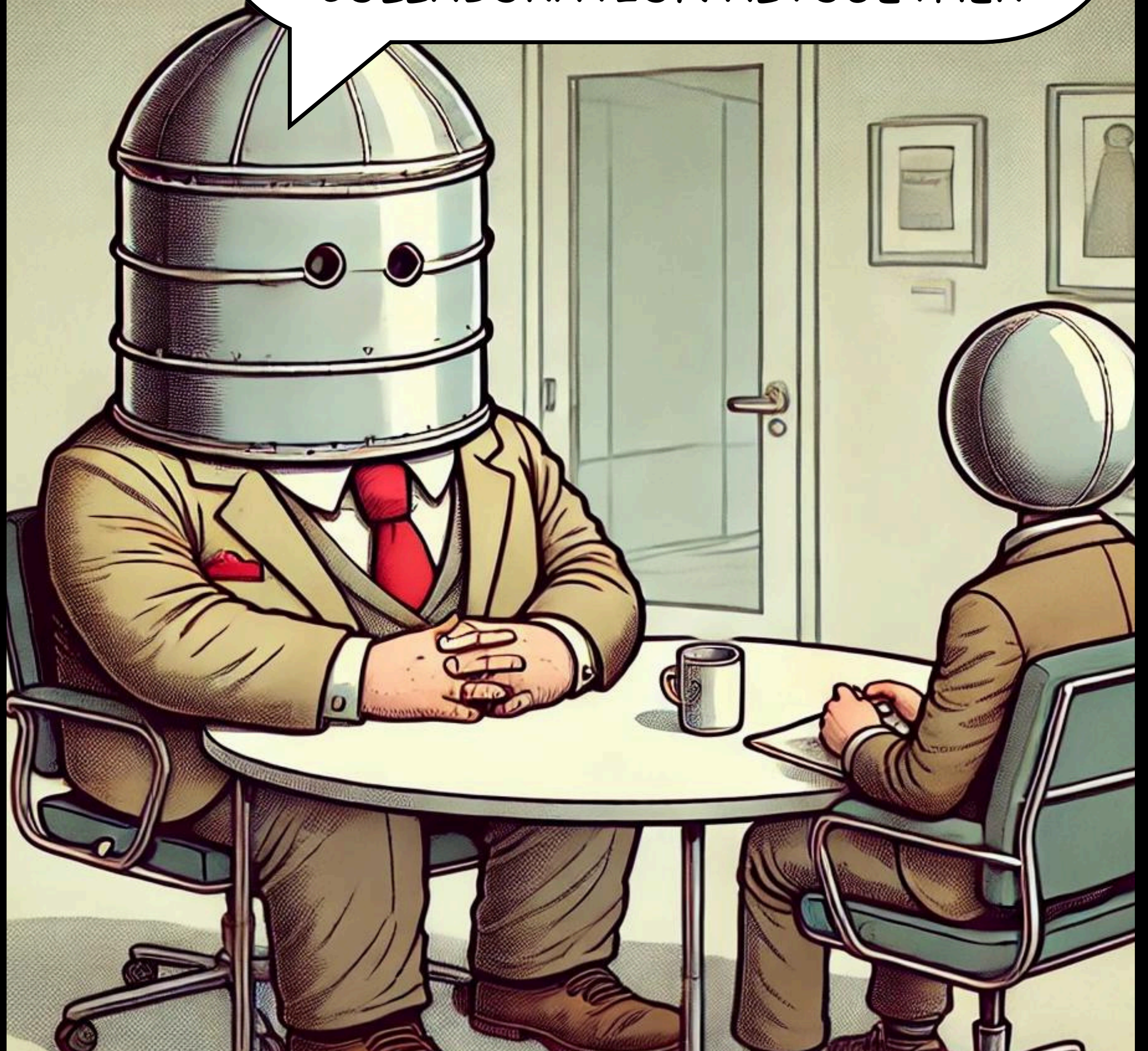


# ADVENTURES of the *silos*-people S1 - Ep 10



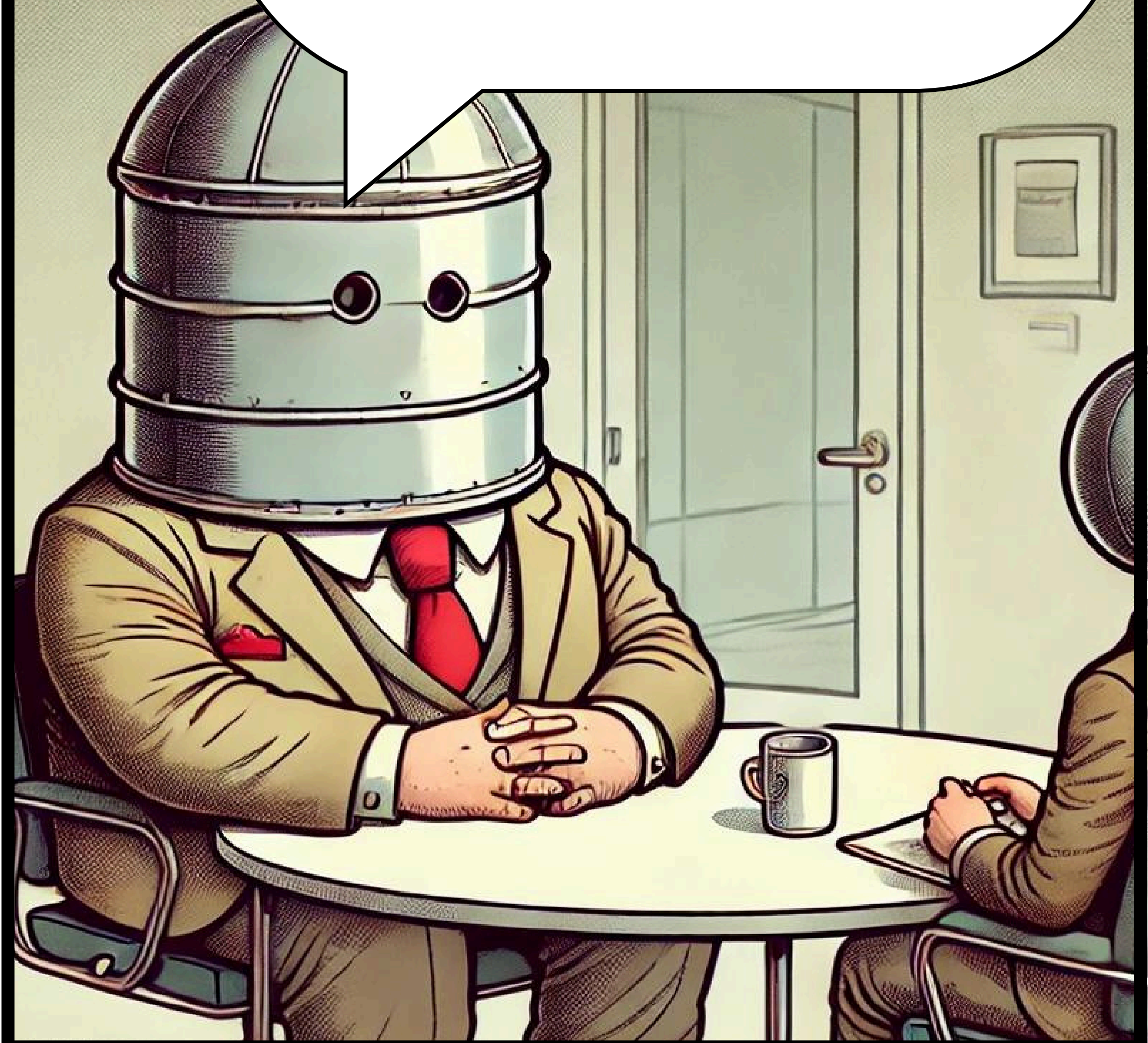


YOU'RE NEW HERE,  
SO REMEMBER THIS RULE:  
DO NOT TALK TO ANY MEMBERS OF  
OTHER TEAMS AND AVOID  
COLLABORATION ALTOGETHER





I CAN TELL YOU A FEW THINGS ABOUT MY OWN STORY, EVEN BEFORE I ARRIVED IN THIS COMPANY





*I WAS YOUNG AND NAIVE AT THE TIME...*

*I THOUGHT I WOULD BE ABLE TO  
CONNECT PEOPLE IN THE SILO-  
COMPANY...*

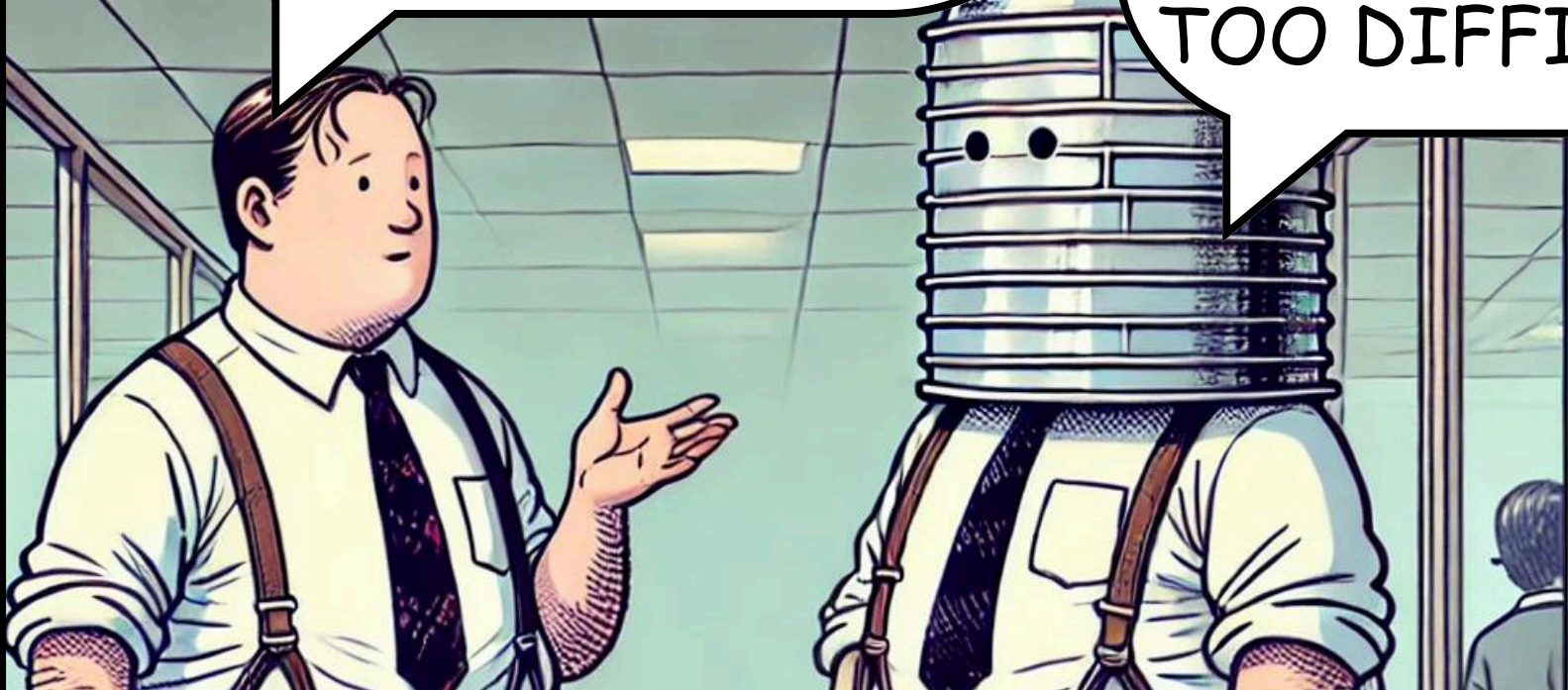




I TRIED ON MANY OCCASIONS TO OPEN-UP PEOPLE WHO HAD THE SILO-MENTALITY, ...

WHAT IF WE SHARED OUR FILES AND...

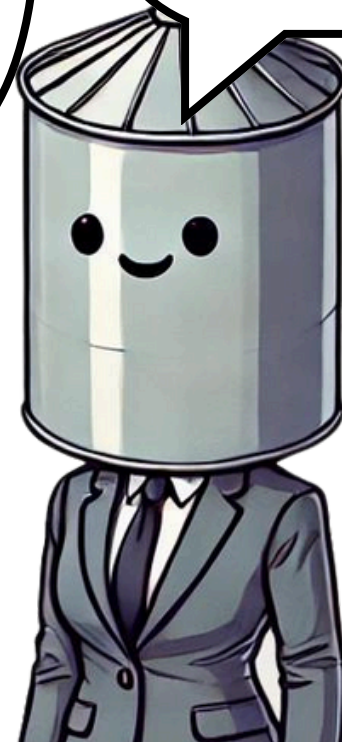
NO THANKS. TOO DIFFICULT



MAYBE OUR TEAMS COULD SHARE PRACTICES, SINCE WE BOTH DEAL WITH SIMILAR SITUATIONS

YEAH, MAYBE LATER

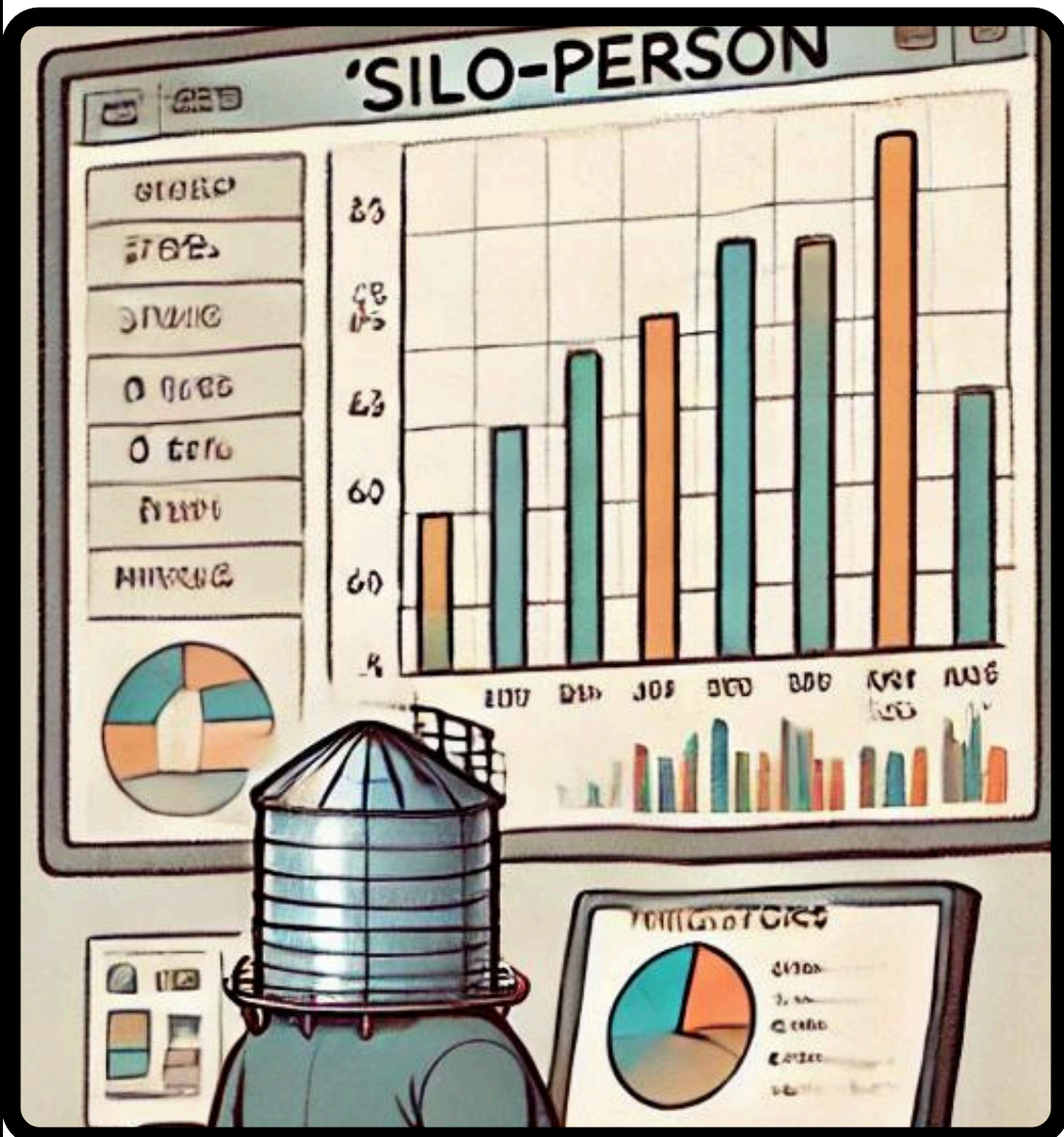
Never



...BUT MOST OF MY ATTEMPTS FAILED...



THAT'S WHEN I  
DISCOVERED THE  
POWER OF  
THINKING IN  
SILOS, STARTING  
BY MYSELF...



...THE EASE OF  
WORKING  
WITHOUT HAVING  
TO WORRY ABOUT  
HELPING OTHERS

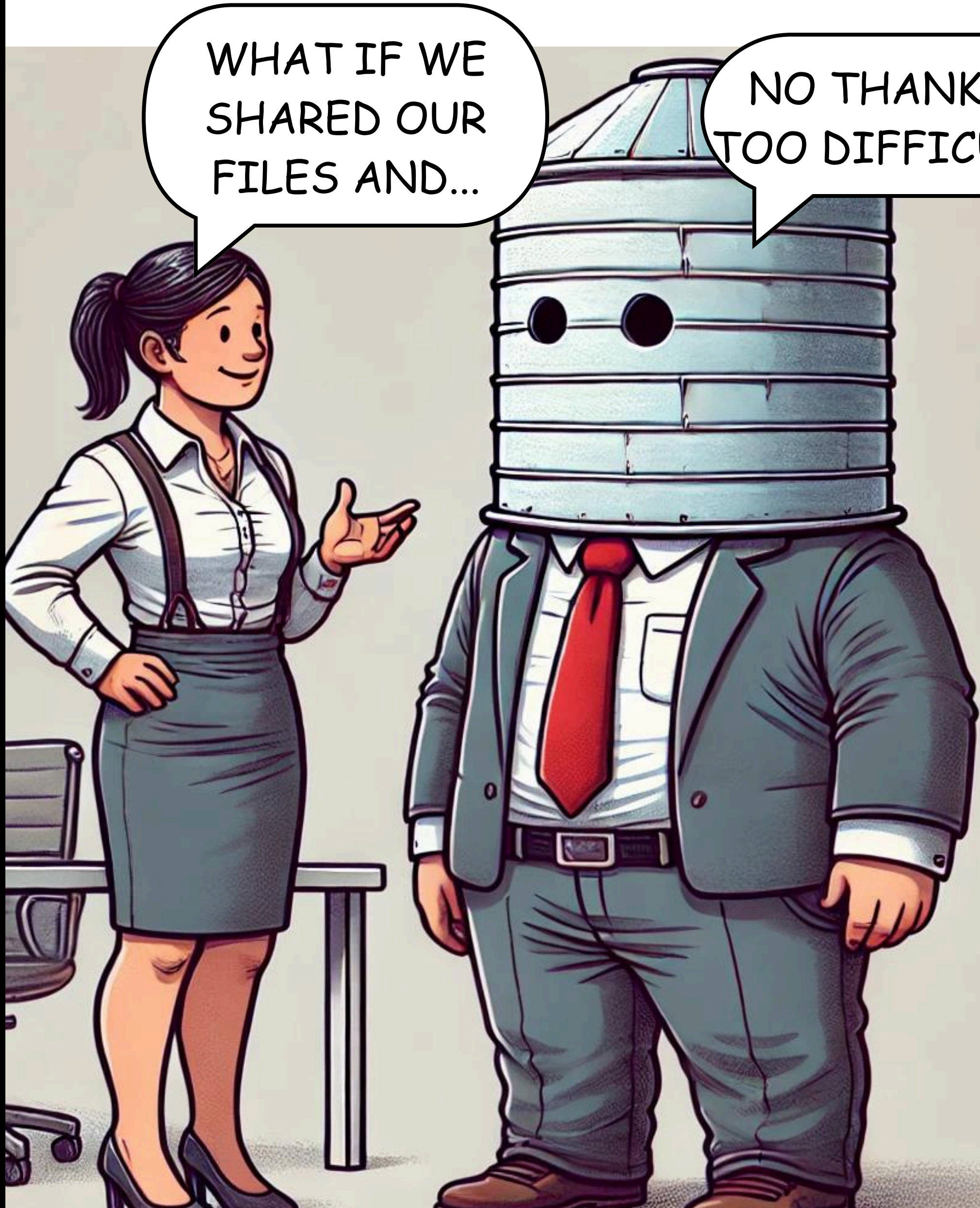
...THE EASINESS OF COLLECTING  
INDICATORS FOR MYSELF ONLY AND  
SHOWING OFF PERSONAL RESULTS...



...THE POWER I HAD OVER COLLEAGUES ...

WHAT IF WE  
SHARED OUR  
FILES AND...

NO THANKS.  
TOO DIFFICULT





*...SOON ENOUGH, I FOUND MYSELF  
ALIGNED WITH MY MANAGER!*

THE SECRET IS TO KEEP  
EVERYTHING WITHIN  
THE TEAM

SURE, BOSS!







I THOUGHT THE COMPANY WOULD ABSORB  
MY NOVELTY, BUT IT'S RATHER THAT I  
ABSORBED ITS SILO-THINKING ESSENCE

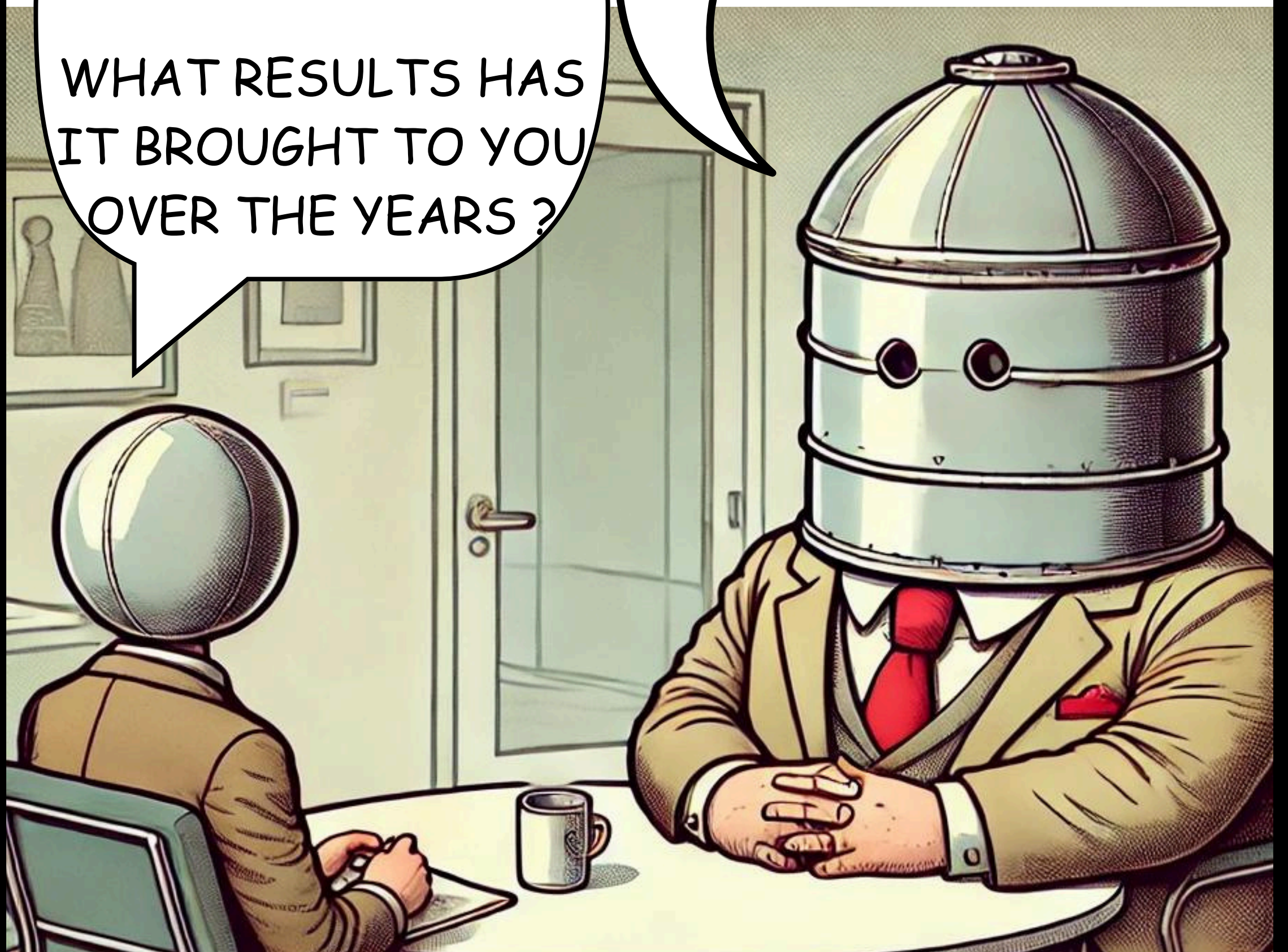




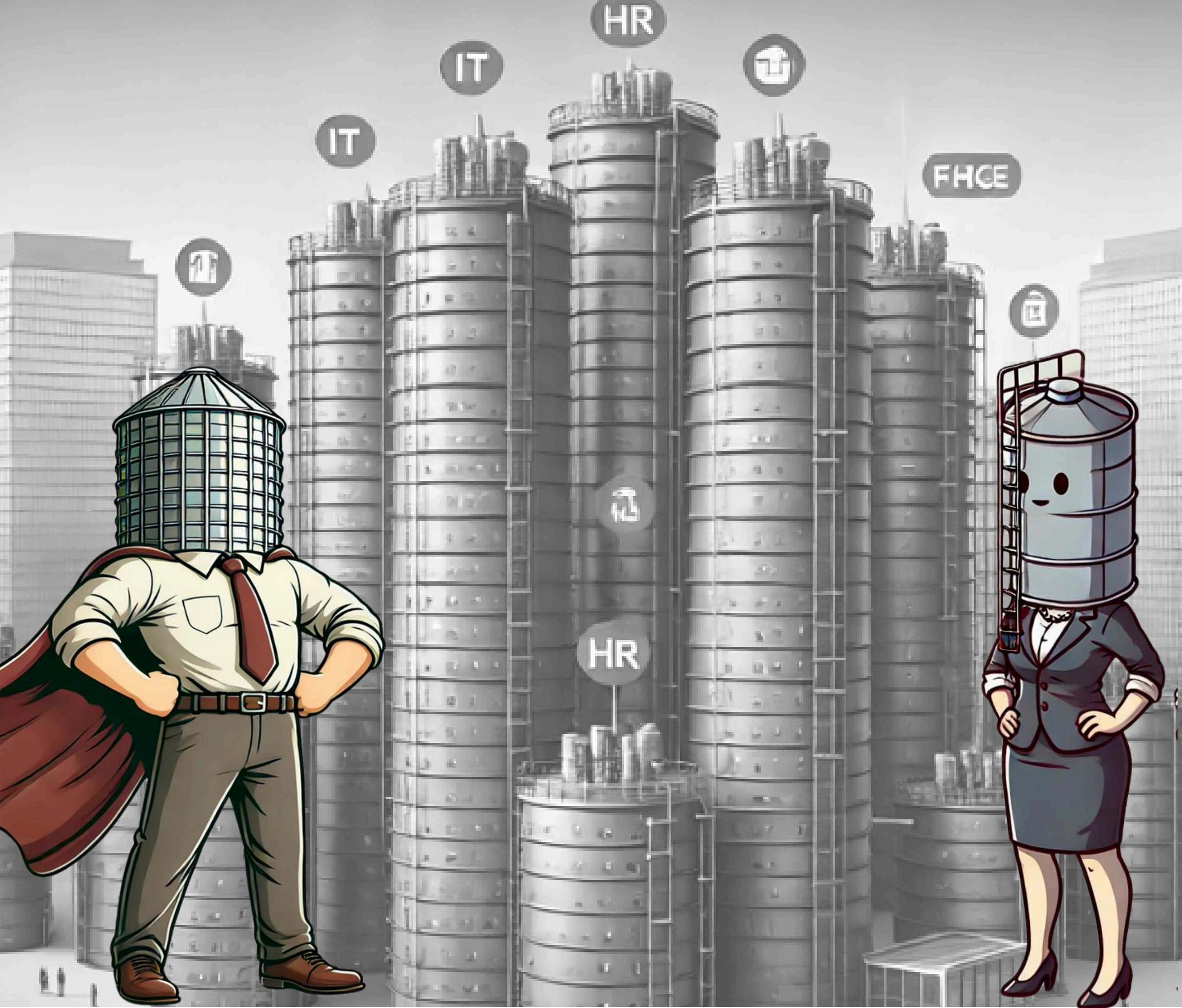
WOW!  
THANKS FOR  
SHARING.

WHAT RESULTS HAS  
IT BROUGHT TO YOU  
OVER THE YEARS?

NOT MUCH. I'M GETTING  
MOVED TO ANOTHER  
DEPARTMENT NEXT WEEK  
BECAUSE OF MY LACK OF  
PERFORMANCE, BUT AT  
LEAST IT'S BEEN EASY.

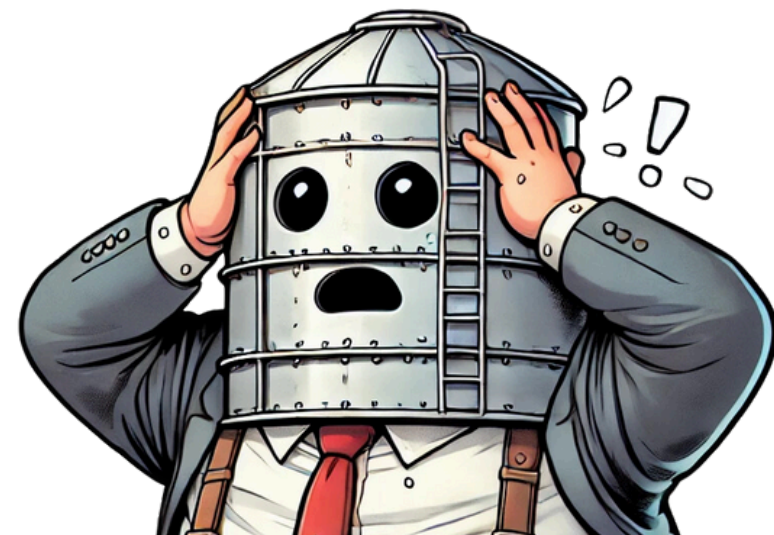






# ADVENTURES of the *silo-people*

*Tales of the silo-mentality  
in the workplace*



A webcomic by  Komyu

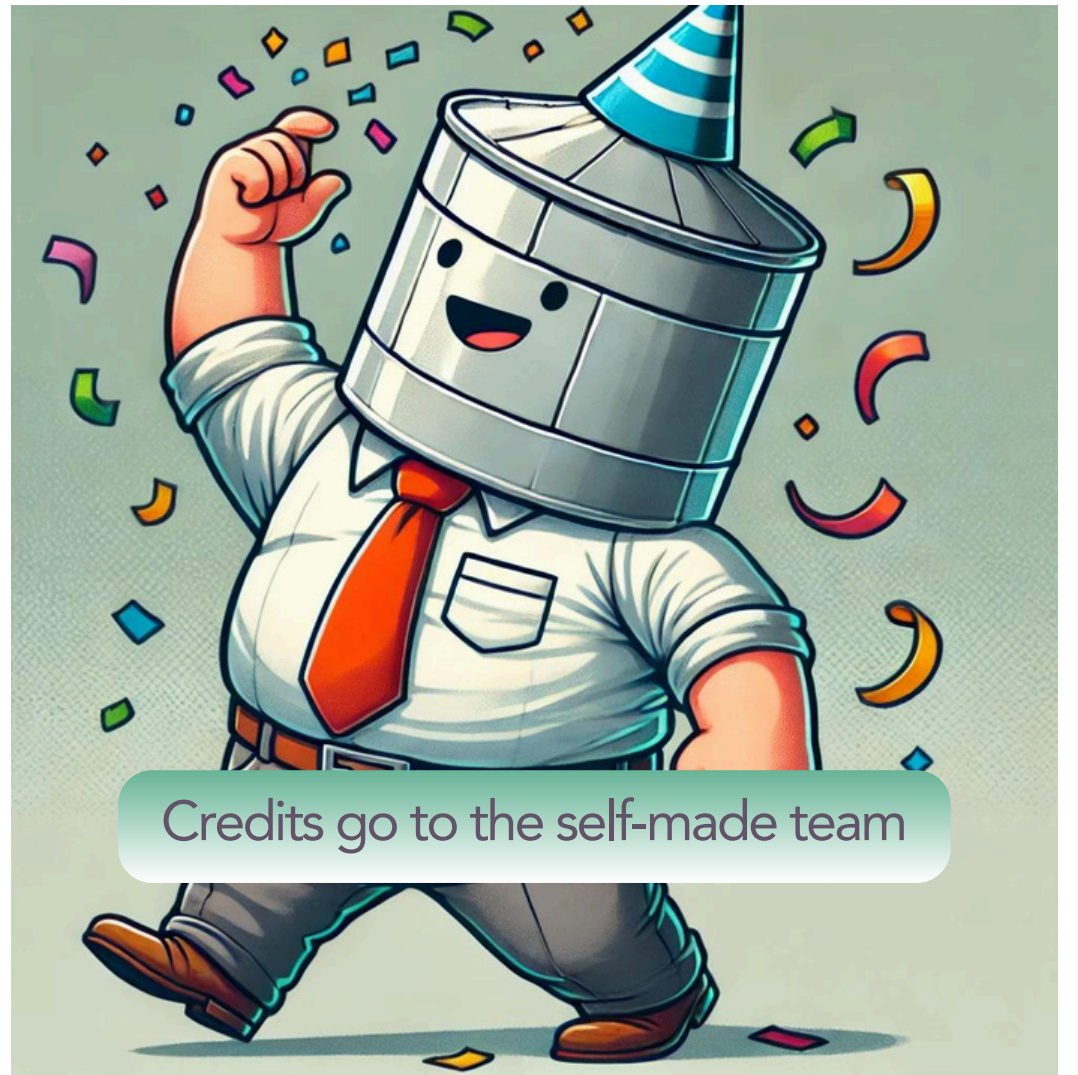


# Coming next :



The good format is OUR format

*Company norms and standards are good, as long as I get to define them.*



Credits go to the self-made team

*For teams and people who definitely deserve ALL the credits !*

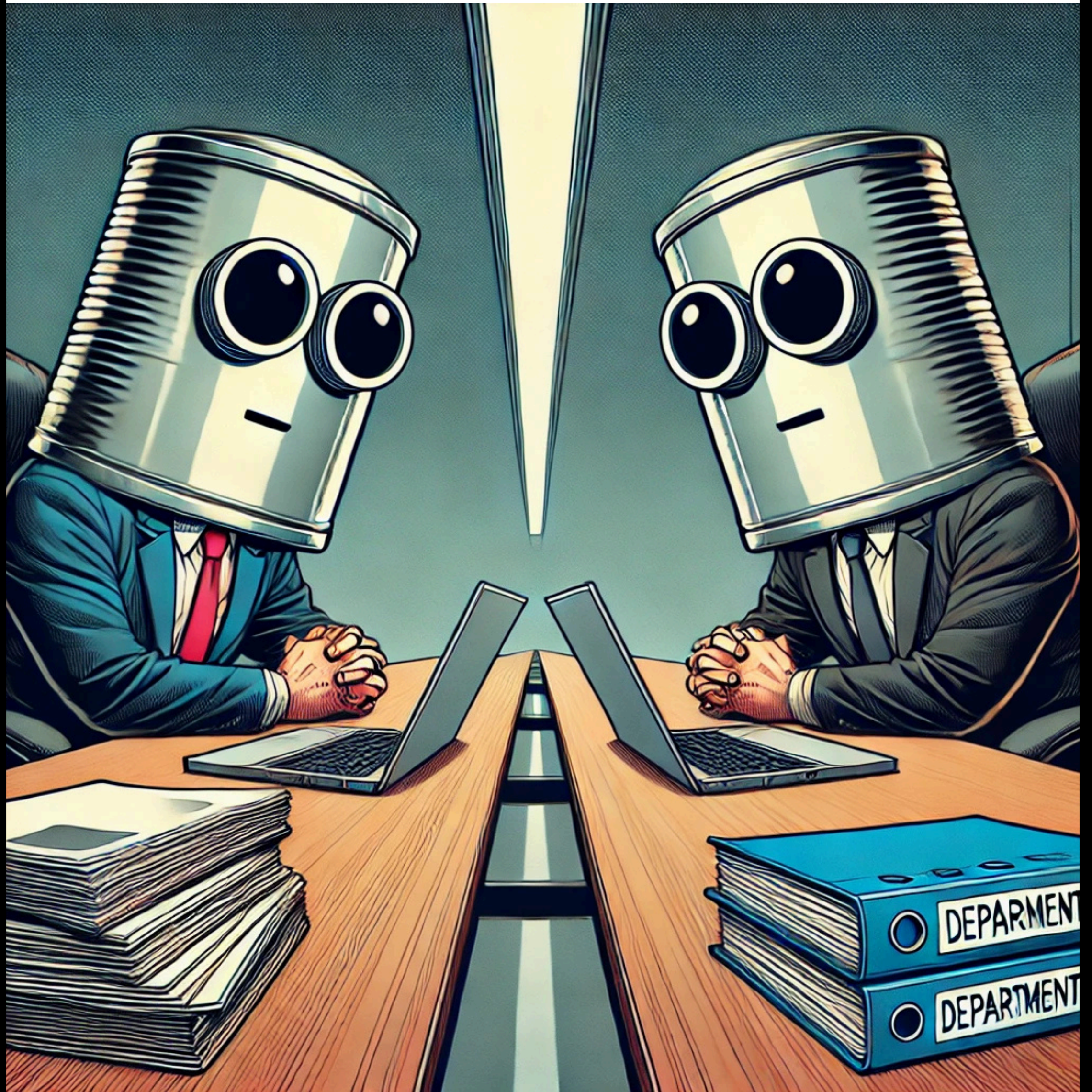


**ADVENTURES of  
the *Silo-People*    *S1 - Ep 11***



**THE GOOD  
FORMAT IS  
OUR FORMAT**





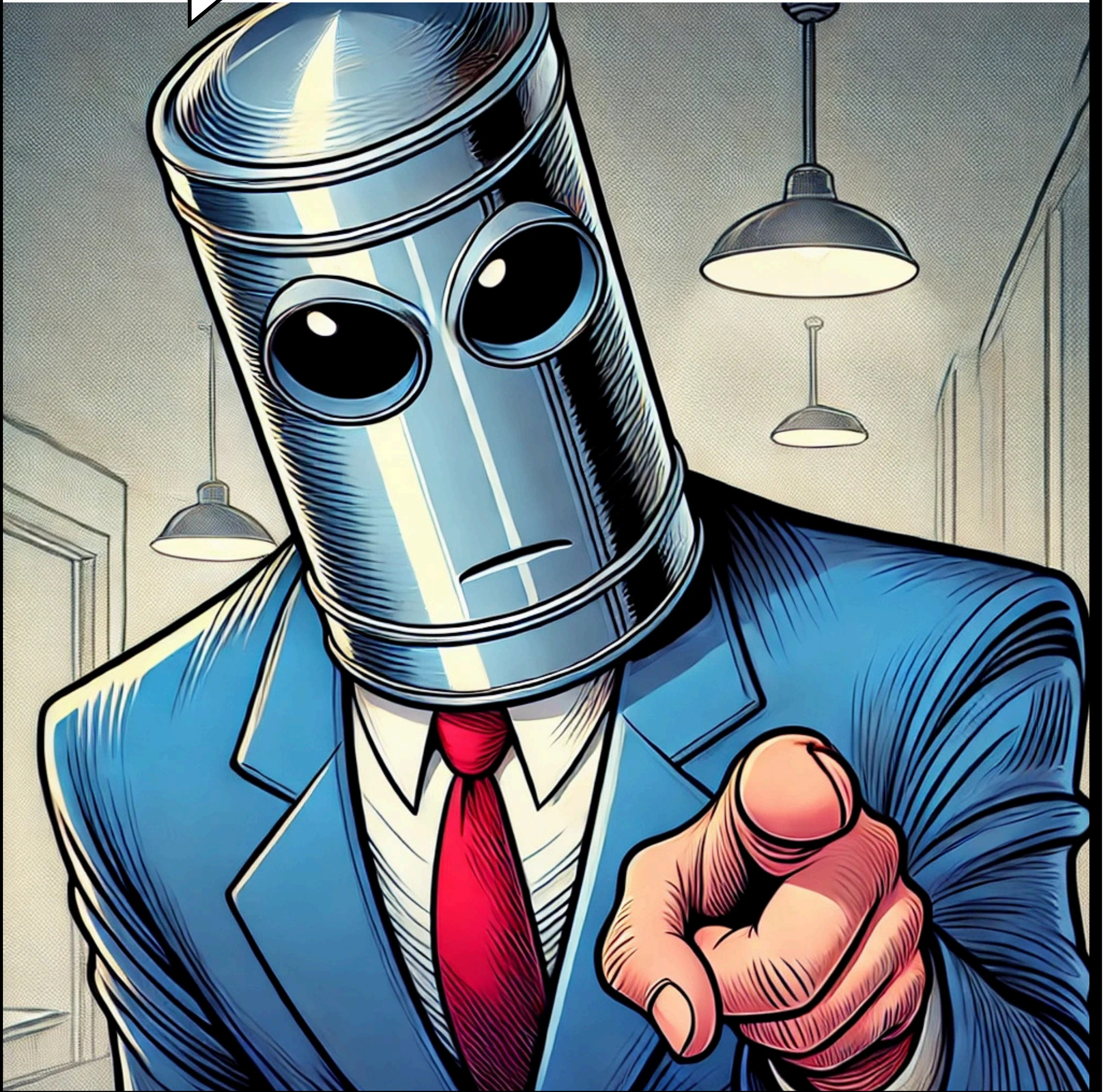


OUR FORMAT HAS ALWAYS WORKED BEST FOR OUR REPORTS. IT'S THE MOST EFFICIENT. YOU SHOULD BE THE ONES CHANGING!





WELL, OUR FORMAT IS THE STANDARD  
IN OUR DEPARTMENT. CHANGING IT  
NOW WOULD BE A HUGE HASSLE.





WE'VE BEEN USING THIS FORMAT FOR YEARS. IT'S PROVEN TO BE EFFECTIVE.



DEPARTMENT A FORMAT



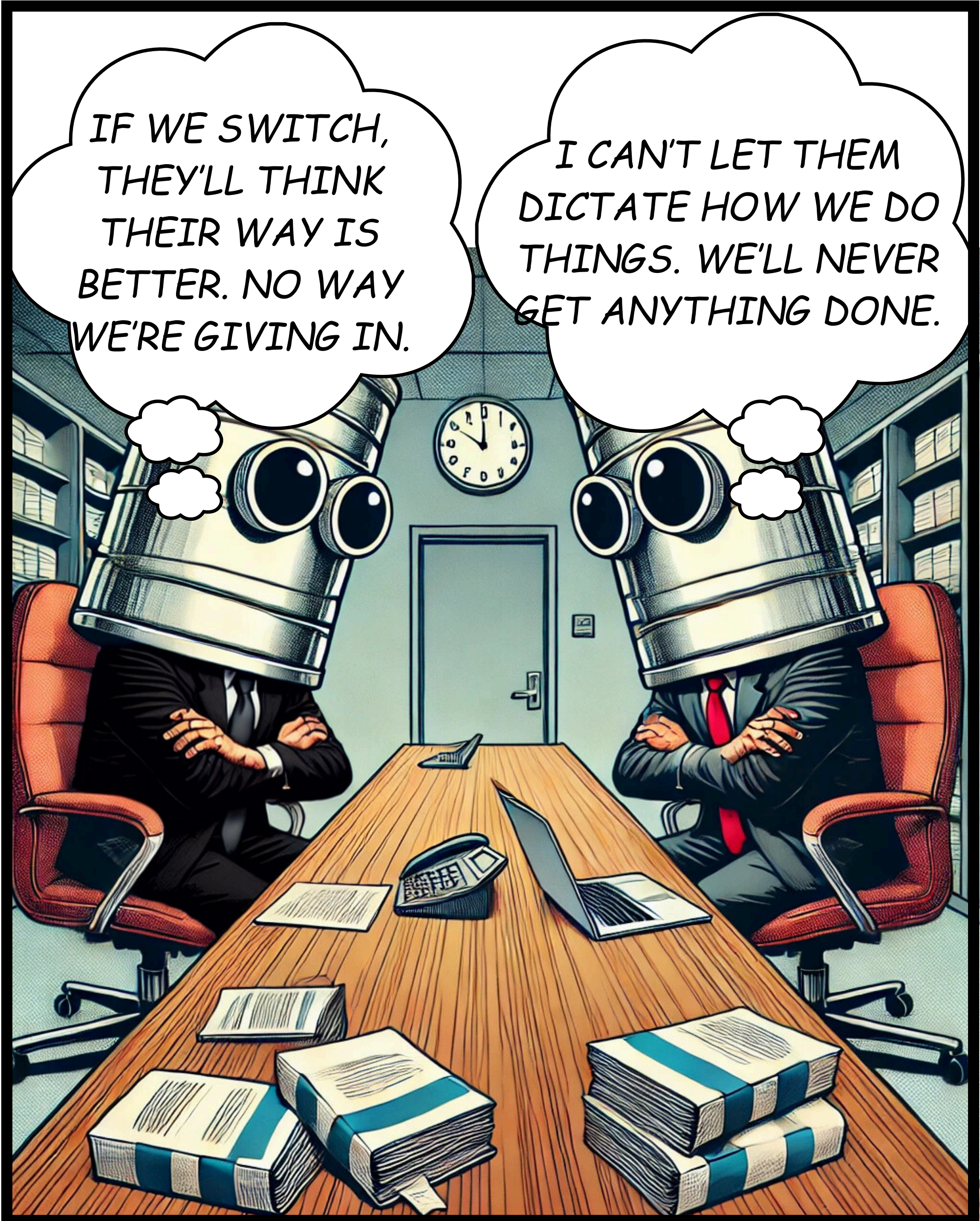
DEPARTMENT B FORMAT

SWITCHING TO YOUR FORMAT WOULD DISRUPT OUR WORKFLOW. WHY DON'T YOU ADAPT TO OURS INSTEAD?

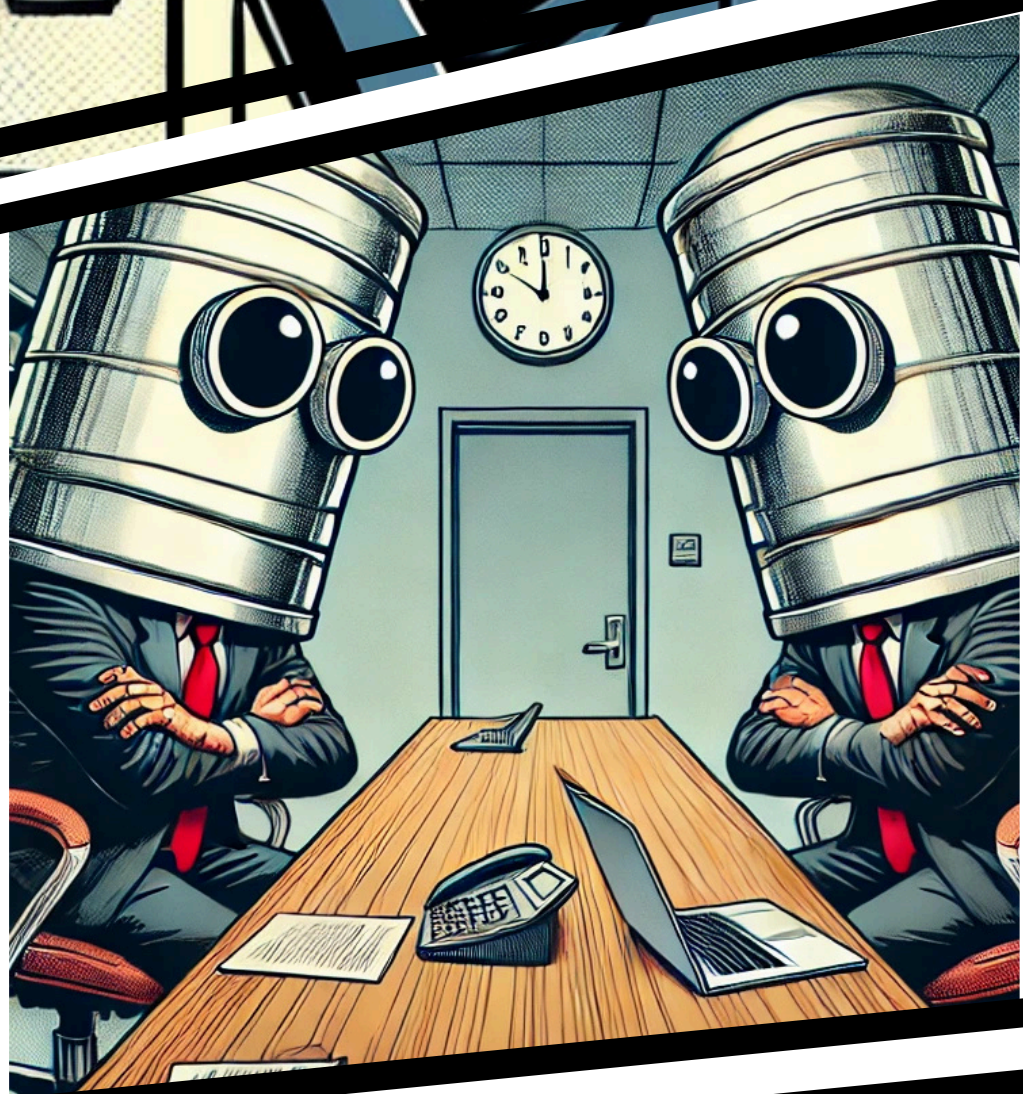


IF WE SWITCH,  
THEY'LL THINK  
THEIR WAY IS  
BETTER. NO WAY  
WE'RE GIVING IN.

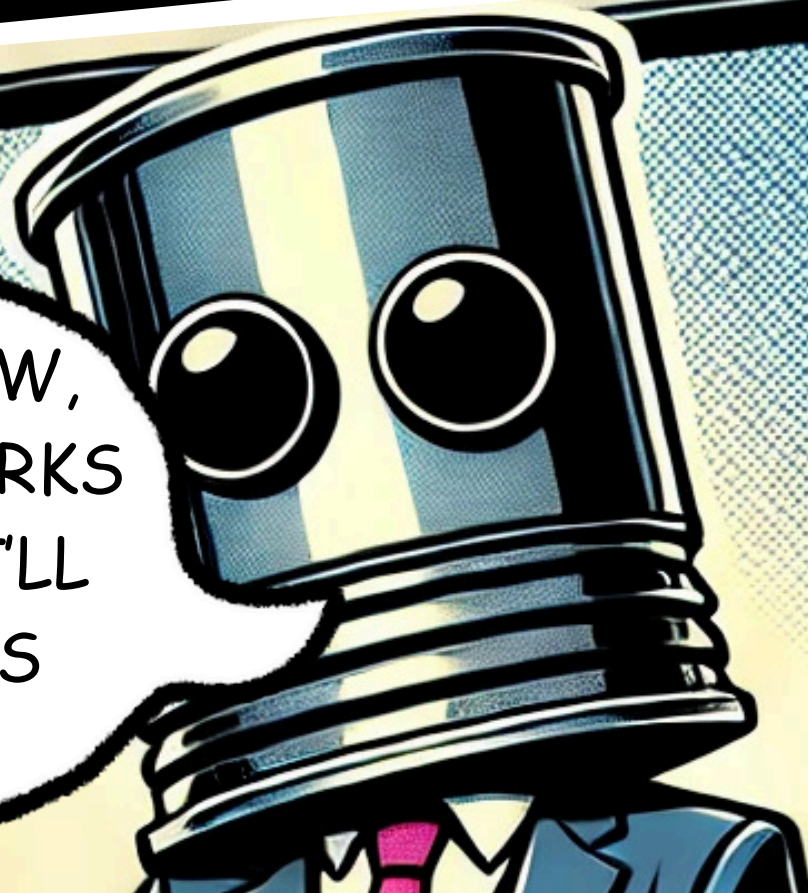
I CAN'T LET THEM  
DICTATE HOW WE DO  
THINGS. WE'LL NEVER  
GET ANYTHING DONE.







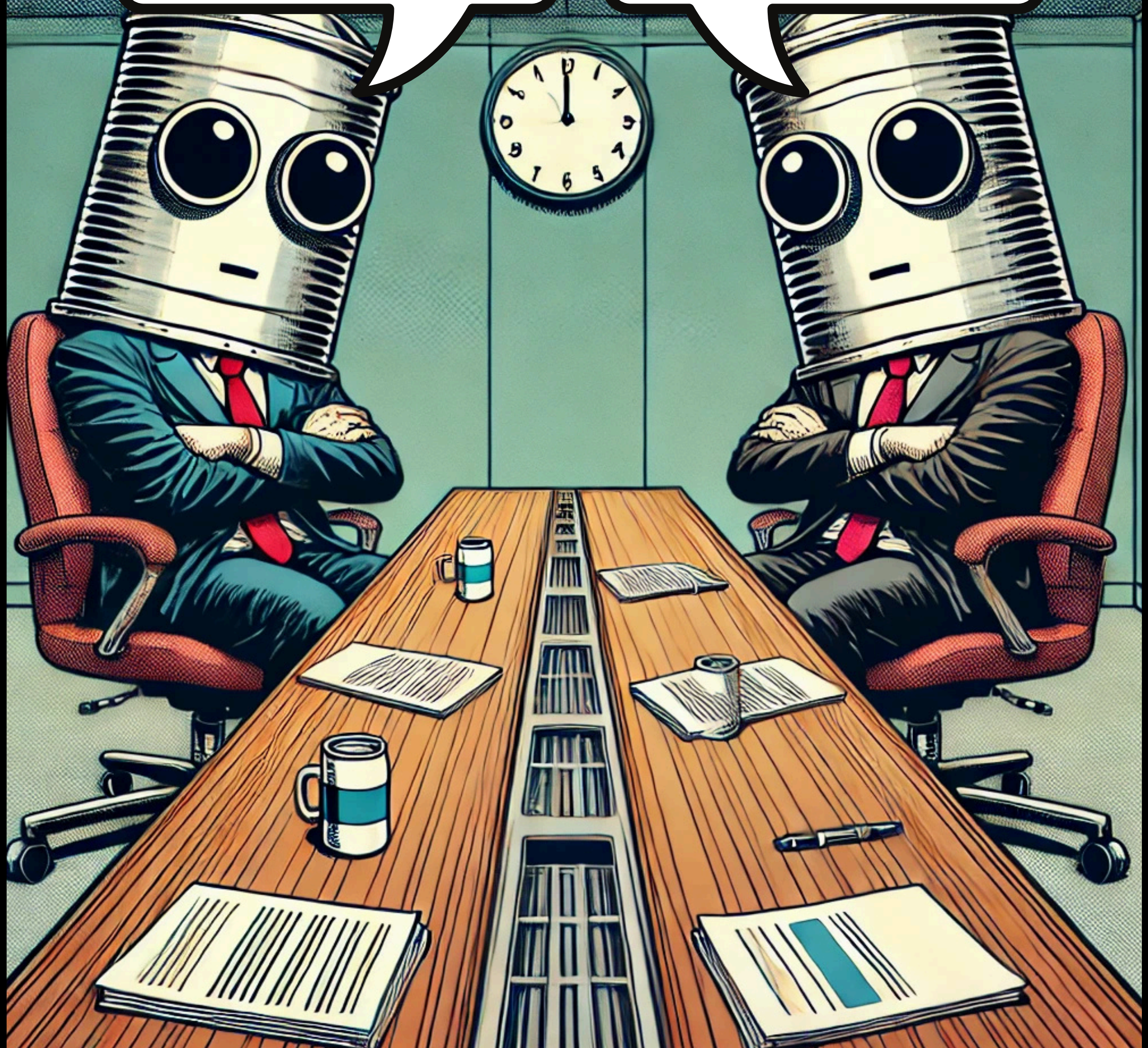
WHY DON'T WE CREATE A NEW, COMBINED FORMAT THAT WORKS FOR BOTH DEPARTMENTS? IT'LL SAVE TIME AND AVOID THIS BACK-AND-FORTH.



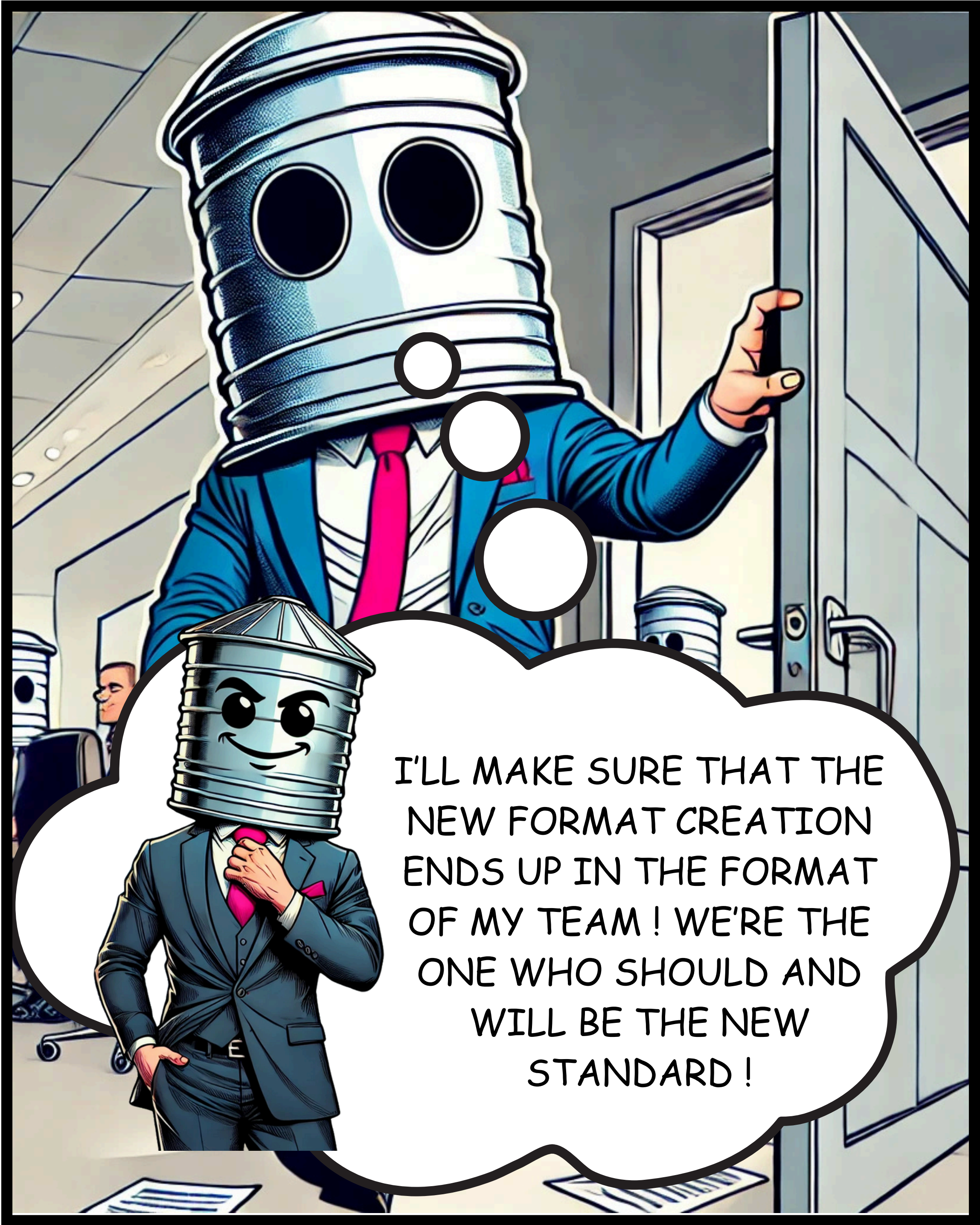


HMM, I  
SUPPOSE WE  
COULD LOOK  
INTO IT...

AS LONG AS IT  
DOESN'T MESS  
WITH OUR  
WORKFLOW TOO  
MUCH.

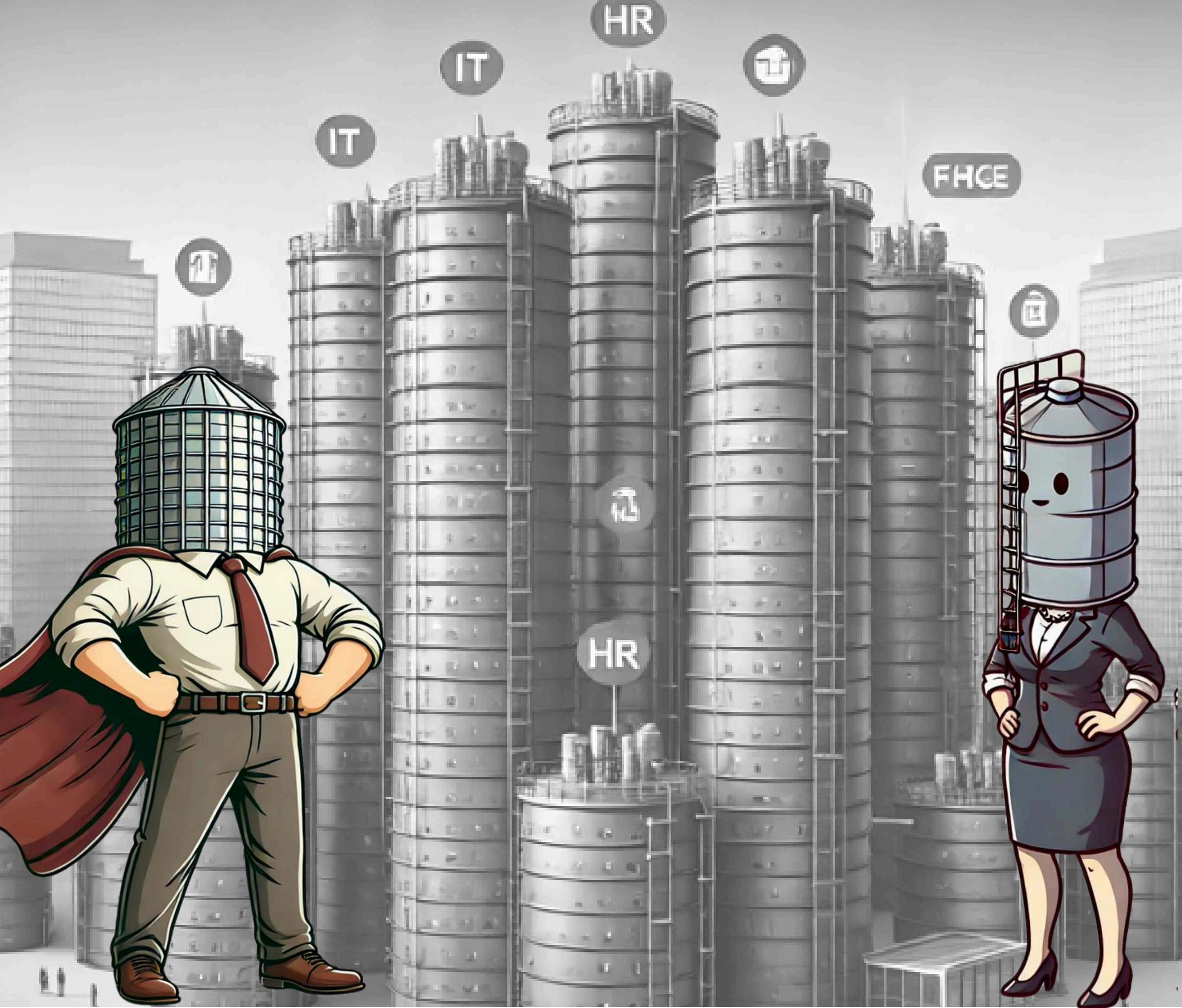






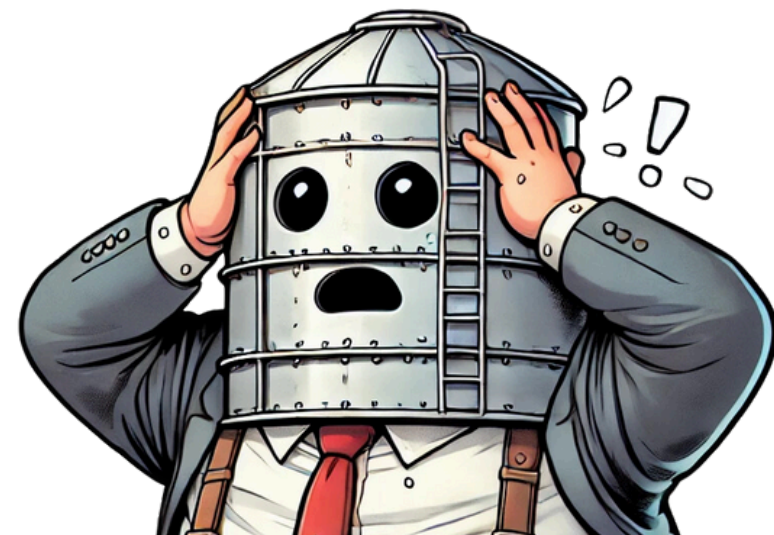
I'LL MAKE SURE THAT THE  
NEW FORMAT CREATION  
ENDS UP IN THE FORMAT  
OF MY TEAM ! WE'RE THE  
ONE WHO SHOULD AND  
WILL BE THE NEW  
STANDARD !





# ADVENTURES of the *silo-people*

*Tales of the silo-mentality  
in the workplace*



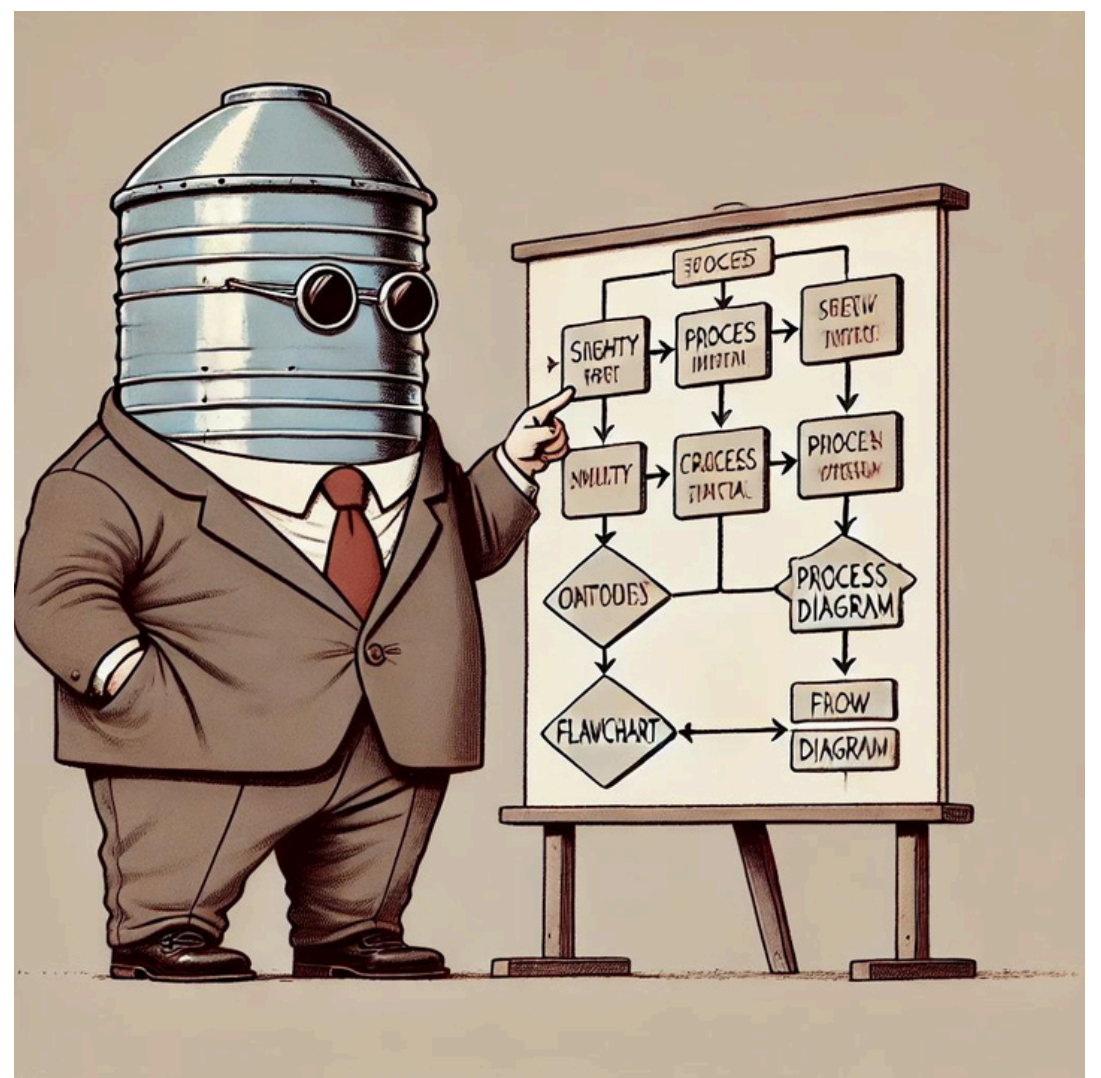
A webcomic by  Komyu



# Coming next :




*For teams and people who definitely deserve ALL the credits !*



*A new season?  
We were wondering about introducing a new season with more nuance and subtlety*



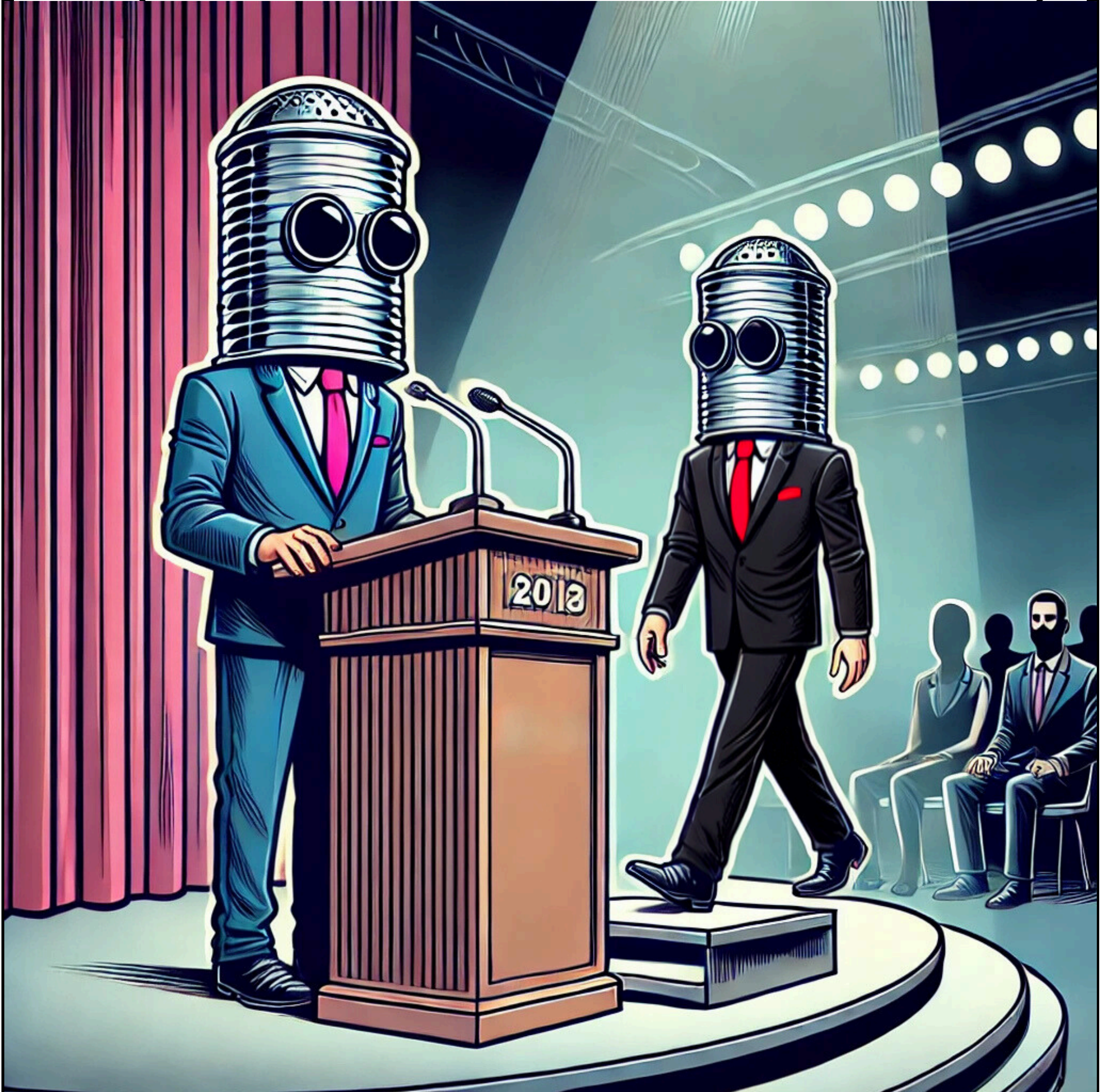
**ADVENTURES of  
the *Silo-People* S1 - Ep 12**



**CREDITS GO  
TO THE SELF-  
MADE TEAM**

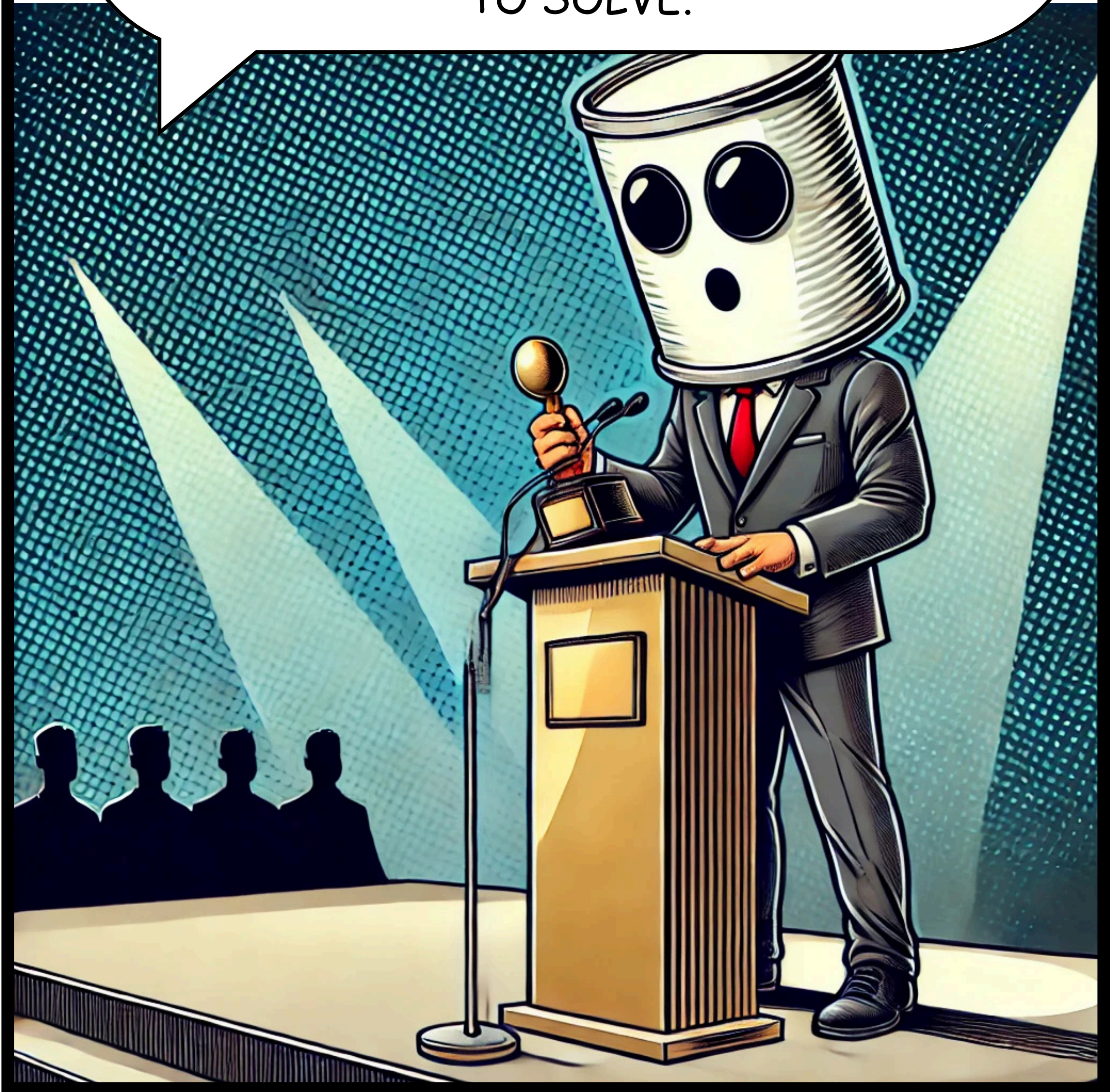


AND NOW, REPRESENTING THE TEAM WHO DEVELOPED THE MOST SUCCESSFUL DEPARTMENT OF THE YEAR IN THE COMPANY THEIR MANAGER...






DEAR ALL, THANKS A LOT FOR THIS AWARD.  
THIS YEAR HAS BEEN DIFFICULT AND FULL  
OF CHALLENGES, SURPRISES, AND PROBLEMS  
TO SOLVE.



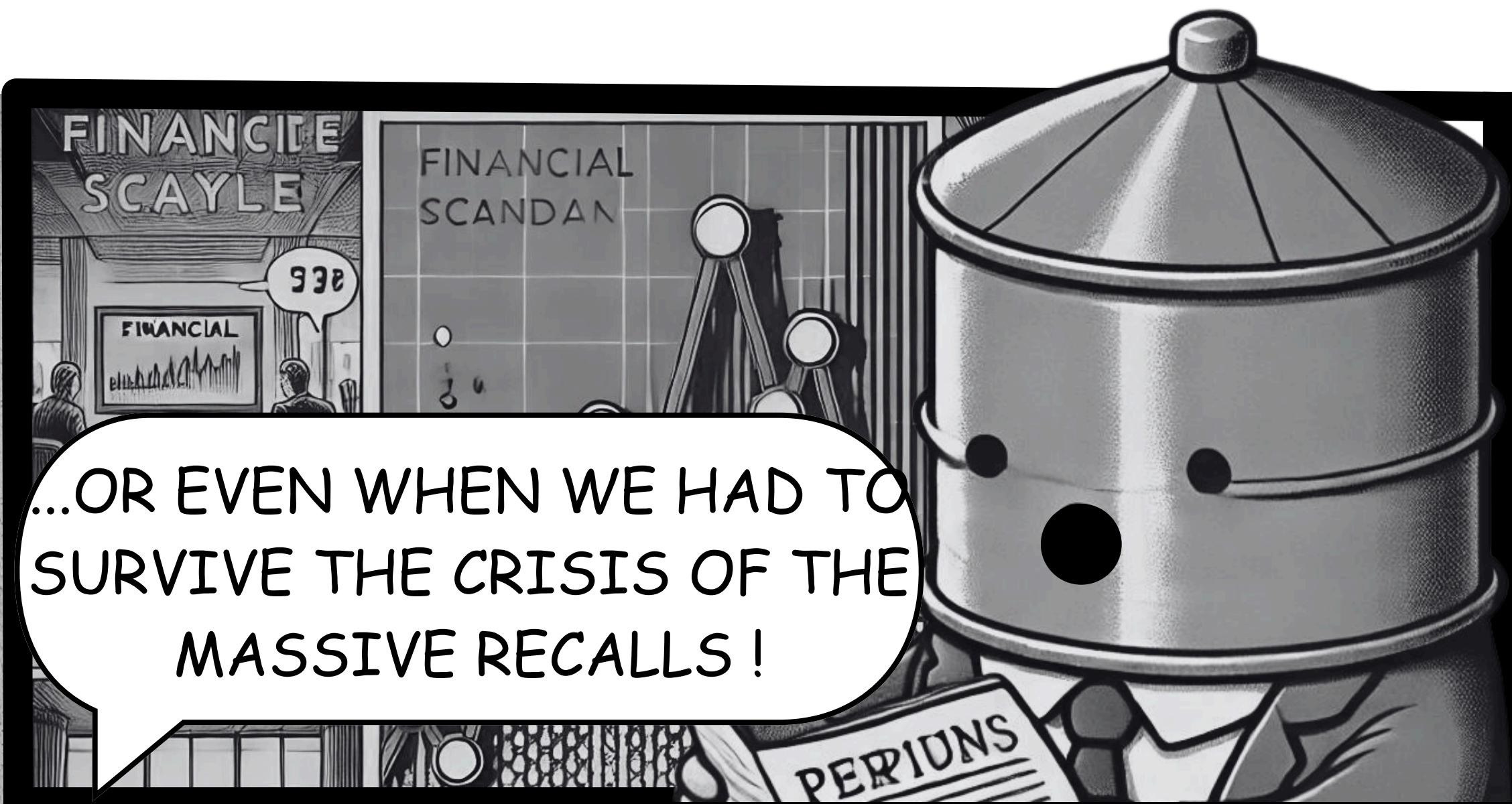




I REMEMBER WHEN WE HAD TO HIRE  
AND TRAIN A NEW JUNIOR MEMBER...



...WHEN WE HAD TO CONNECT OUR  
PLATFORM TO THE DATA-LAKE...

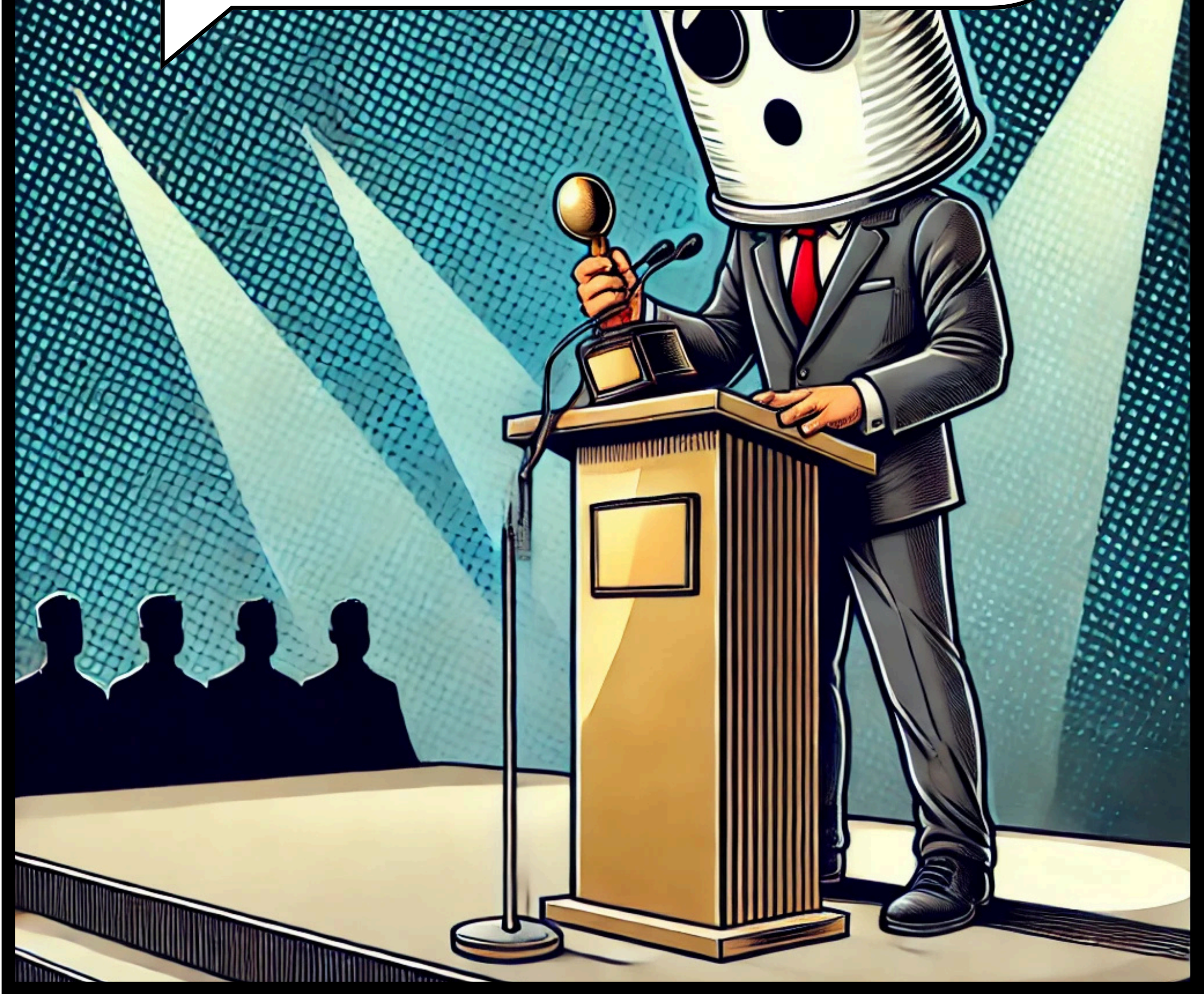


...OR EVEN WHEN WE HAD TO  
SURVIVE THE CRISIS OF THE  
MASSIVE RECALLS!



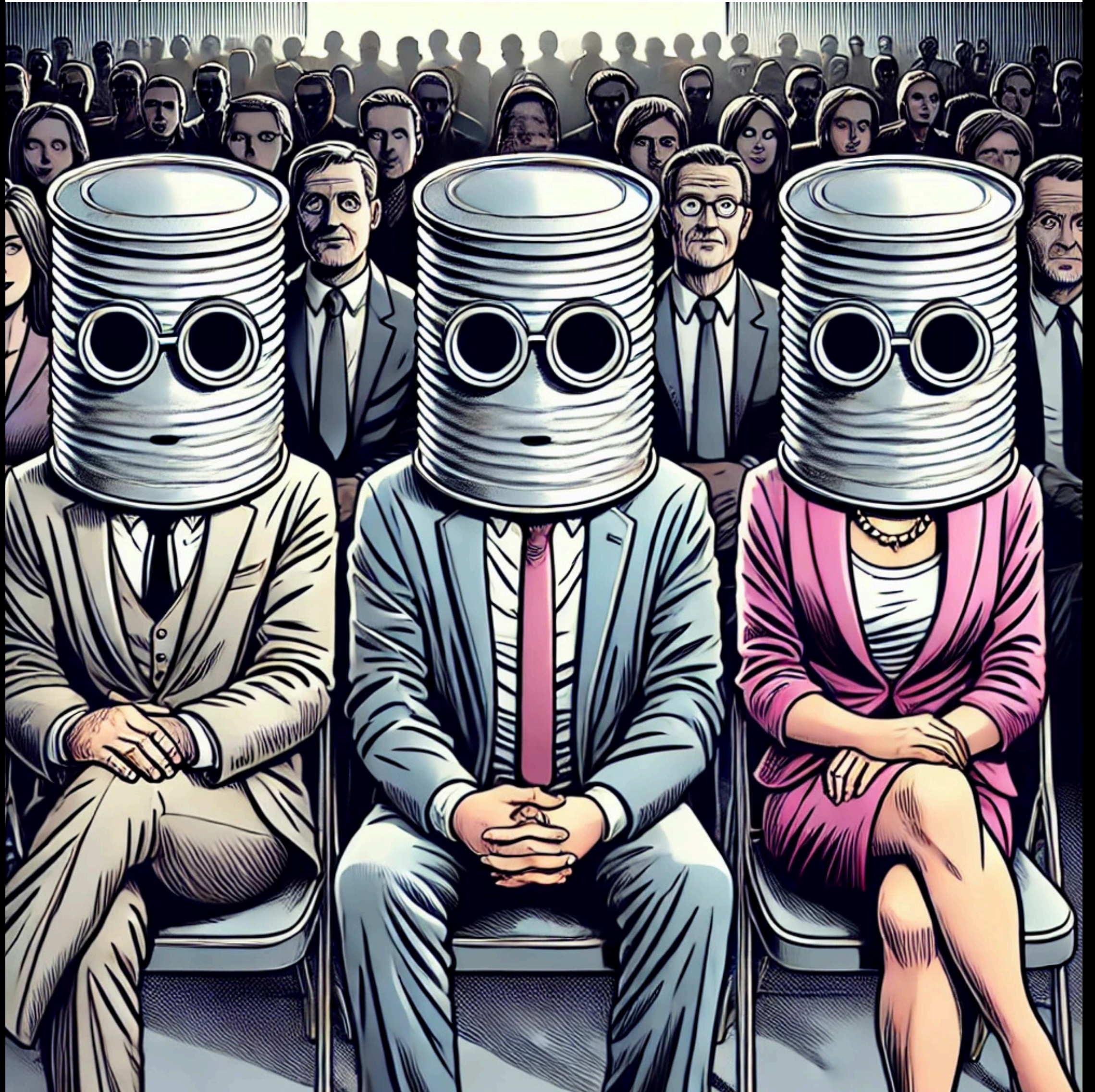
THERE ARE MANY THINGS WE SOLVED,  
AND MANY THINGS I AM PROUD OF.

MOST OF ALL, I AM REALLY HAPPY THAT  
WE DID ALL OF THIS BY OURSELVES,  
AND I AM VERY THANKFUL TO ...





..., WHAT DO I SAY: UTTERLY  
THANKFUL TO ...

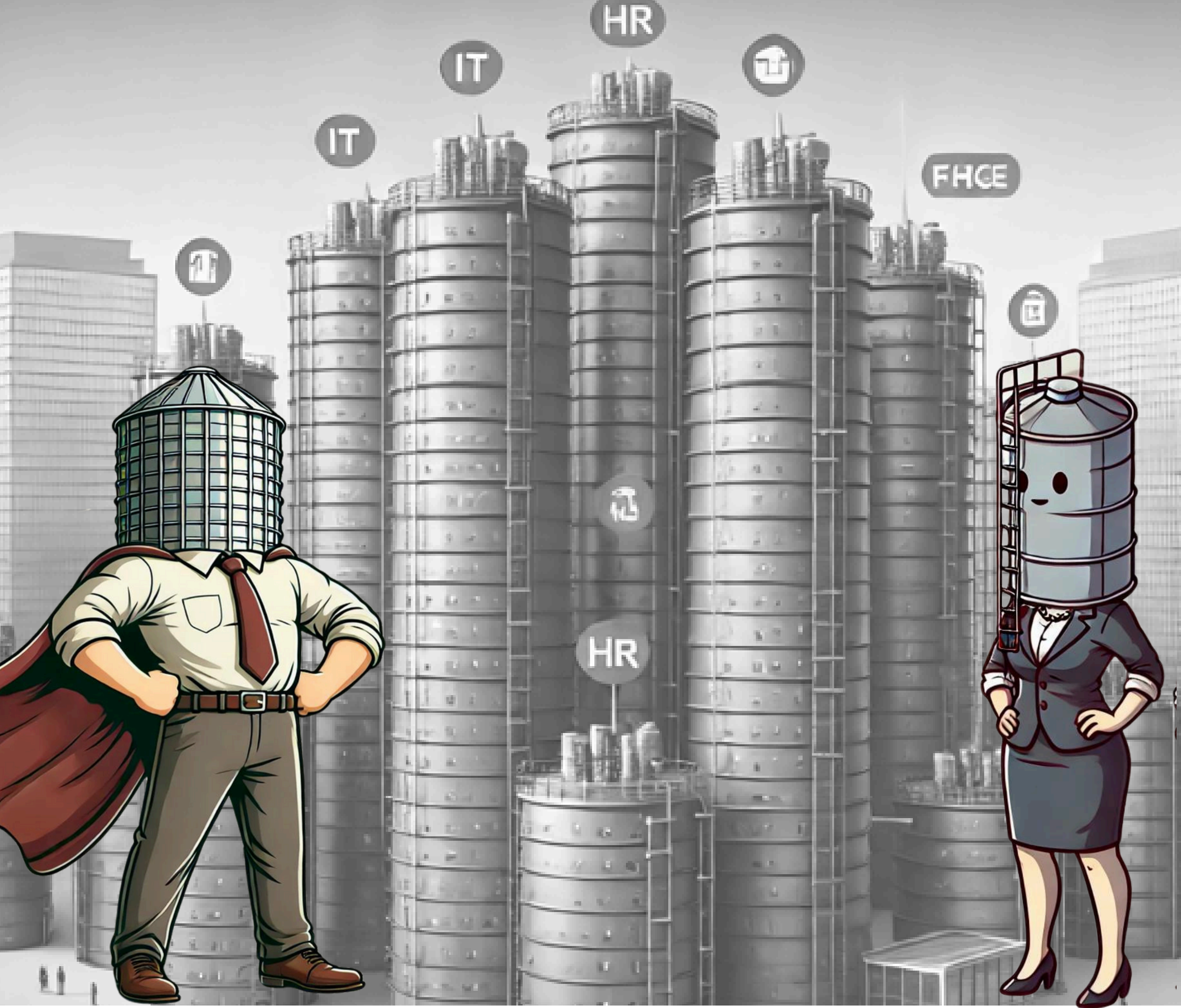




...OUR MINDSET OF  
SELF-MADE TEAM

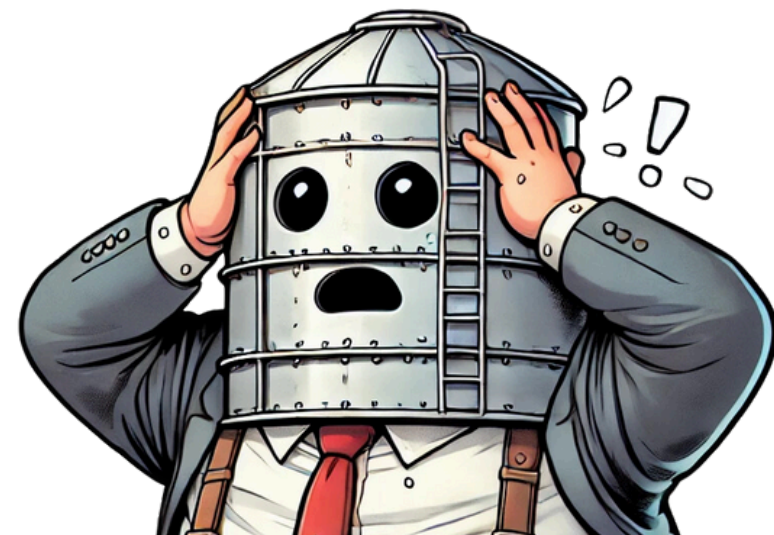






# ADVENTURES of the *silo-people*

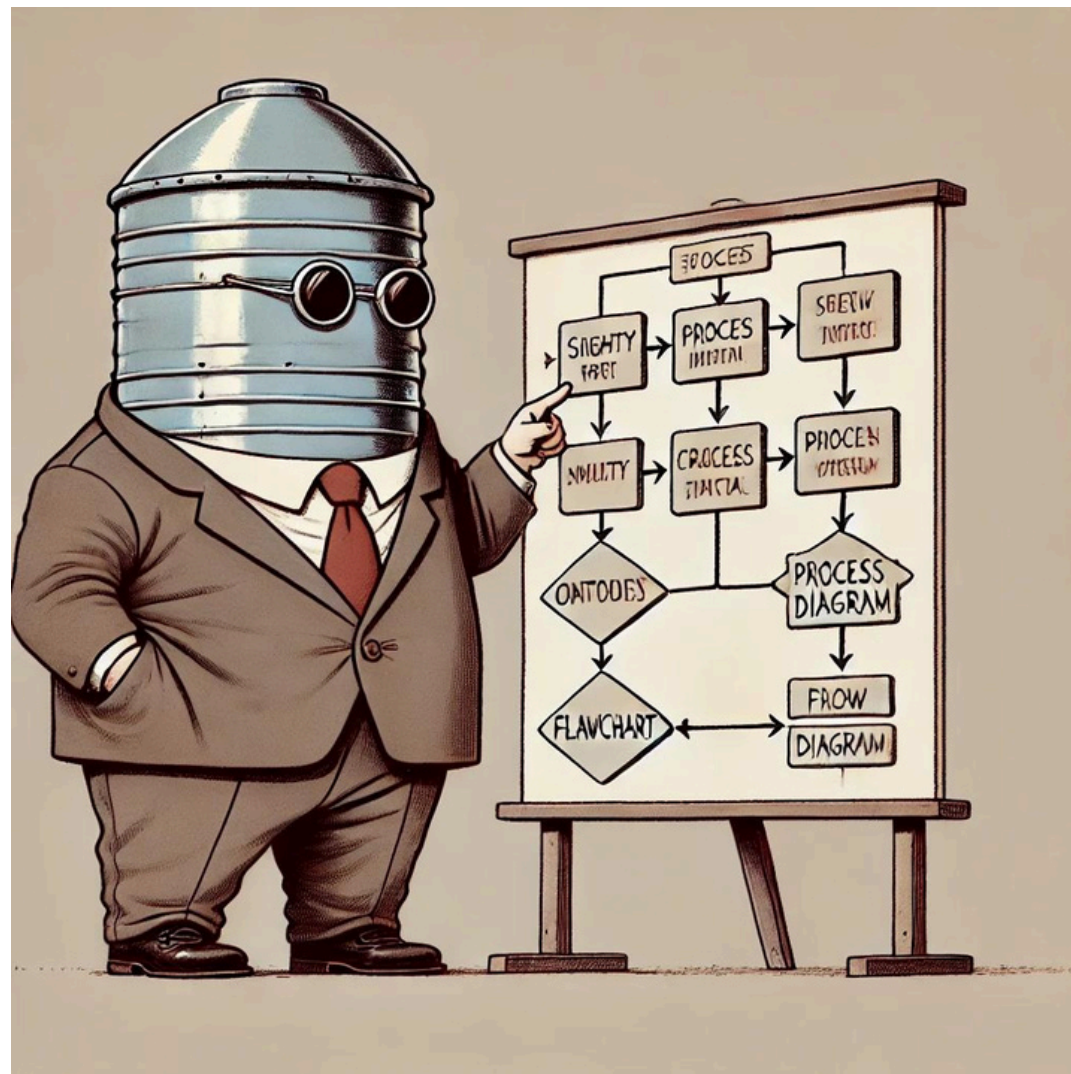
*Tales of the silo-mentality  
in the workplace*



A webcomic by  **KOMYU**



# Coming next :



*A new season ?  
We were wondering  
about introducing a  
new season with more  
nuance and subtlety*



**Thanks a million for following  
us throughout the season and  
through the silos !**

