

CONNECTING AT THE CROSSROADS



INNOVATION. EDUCATION. PARTNERSHIP. GROWTH.

DELIVERING FOR AMERICA® | JUNE 2-5, 2024, INDIANAPOLIS

Grow Through Expanding Your Team

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Overview

- How do I break down silos?
- Creating partnerships
- What does it look like for you?



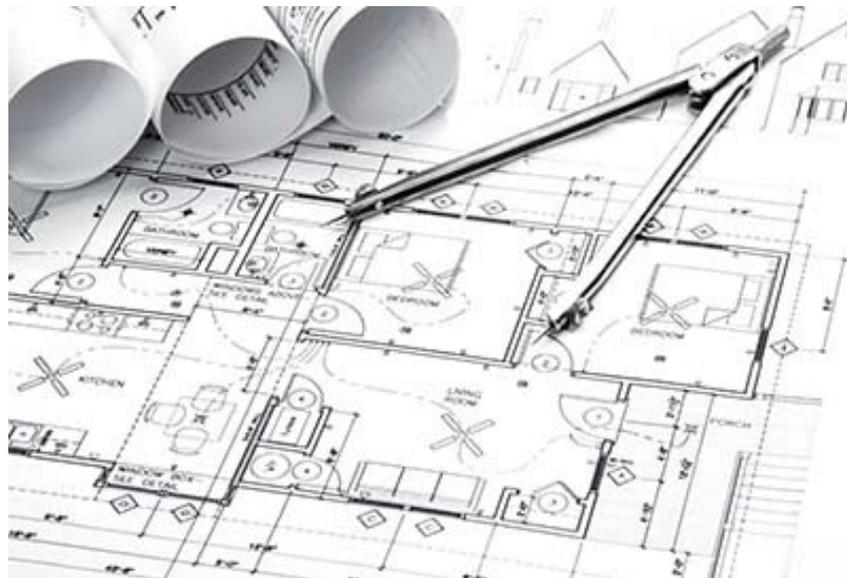
How do I break down silos?

- Work on myself first
- Forming the team
- The next step



Work on myself first

- Lead by example
- Address culture upfront
- Creating a shared vision



Forming the team

- Encourage cross-functional teams
- Make it easy to share information
- Foster collaboration
- Understand dynamics and backgrounds



The next step

- Training
- Cross training
- Monitor and adjust

| | | 6-Sep-09 | 7-Sep-09 | 8-Sep-09 | 9-Sep-09 | 10-Sep-09 | 11-Sep-09 | 12-Sep-09 | | |
|--------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|--------|--------|
| 56.98 | Distance | 20.41 | | 8.03 | 9.17 | 13.12 | 6.25 | | 275.99 | 107.65 |
| 4021.5 | | | | | | | | | | |
| 1522.9 | Pace | 9:19 | | 8:49 | 9:11 | 8:06 | 8:48 | | | |
| | | | | | | | | | | |
| | | 13-Sep-09 | 14-Sep-09 | 15-Sep-09 | 16-Sep-09 | 17-Sep-09 | 18-Sep-09 | 19-Sep-09 | | |
| 60.97 | Distance | 13.19 | 7.54 | 11.41 | 6.31 | | 11.5 | 11.02 | 287.01 | 157.6 |
| 4082.4 | | | | | | | | | | |
| 1583.9 | Pace | 9:02 | | 8:42 | 8:31 | | 8:57 | 8:52 | | |
| | | | | | | | | | | |
| | | 20-Sep-09 | 21-Sep-09 | 22-Sep-09 | 23-Sep-09 | 24-Sep-09 | 25-Sep-09 | 26-Sep-09 | | |
| 44.51 | Distance | 22.05 | 6.22 | | 10.02 | | 6.22 | | 6.22 | 189.67 |
| 4126.9 | | | | | | | | | | |
| 1628.4 | Pace | 9:16 | 8:51 | | 8:34 | | 8:38 | | | |
| | | | | | | | | | | |
| | | 27-Sep-09 | 28-Sep-09 | 29-Sep-09 | 30-Sep-09 | 1-Oct-09 | 2-Oct-09 | 3-Oct-09 | | |
| 65.72 | Distance | 26.2 | 2.02 | 6.26 | 10.02 | 8.07 | | 13.15 | 42.44 | 219.17 |
| 4192.7 | | | | | | | | | | |
| 1694.1 | Pace | 8:25 | 9:53 | 9:10 | 8:51 | 8:52 | | 8:54 | | |
| | | | | | | | | | | |
| | | 4-Oct-09 | 5-Oct-09 | 6-Oct-09 | 7-Oct-09 | 8-Oct-09 | 9-Oct-09 | 10-Oct-09 | | |
| 61.83 | Distance | 28.09 | | 6.14 | 11.01 | 7.01 | | 9.58 | 83.68 | 239.76 |
| 4254.5 | | | | | | | | | | |
| 1756 | Pace | 9:43 | | 9:11 | 8:34 | 8:41 | | 8:11 | | |

Creating partnerships – internal and external

- Communication
- Alignment
- Creating and closing the loop



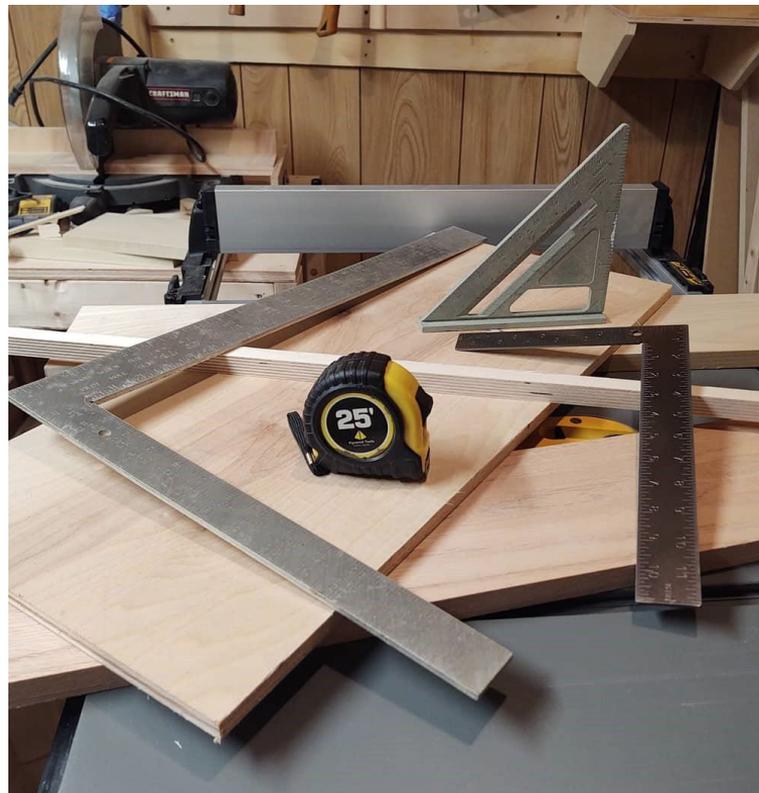
Communication

- Open and honest
- Share information and resources
- Build trust
- Invest in relationship building



Alignment

- Clarify roles
- Align goals and objectives
- Mutual respect



Creating and closing the loop

- Collaborative problem solving
- Regular review and evaluation
- Feedback and recognition



What does it look like for me?



What does it look like for me?



Questions?

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