



Ten Territorial Games: How Silos Happen and What To Do About Them

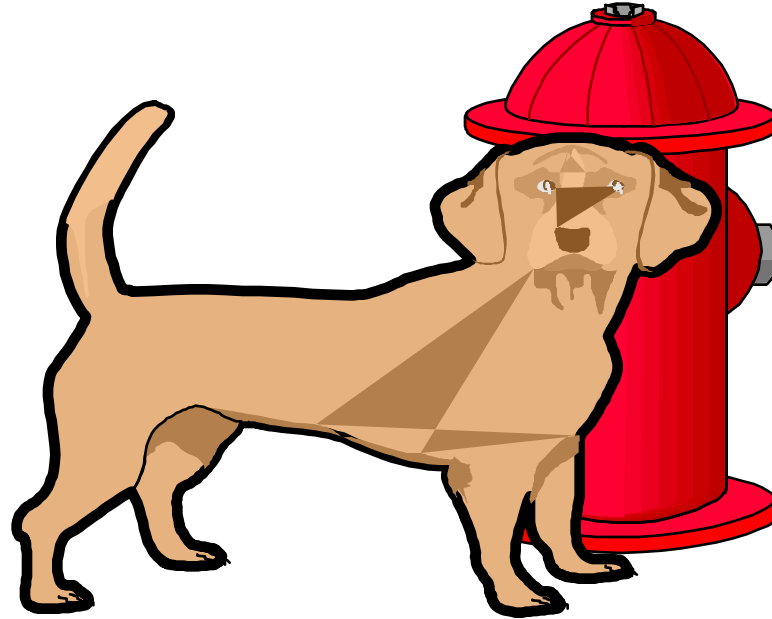
Annette Simmons

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Welcome to the PMI Houston Conference & Expo and Annual Job Fair 2015

- Please put your phone on silent mode
- Q&A will be taken at the close of this presentation
- There will be time at the end of this presentation for you to take a few moments to complete the session survey. We value your feedback which allows us to improve this annual event.

Occupation



Marking territory through evidence of a physical or recurring presence,

Acting as the gatekeeper for vital information,

Monopolizing relationships, resources, or status

Intimidation



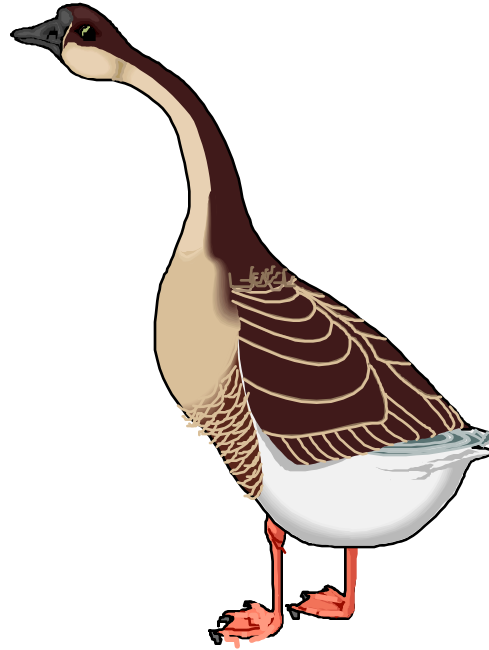
Growling, Yelling, Staring Down
To Scare Off, or Make Threats (overtly or
veiled)

Filibuster



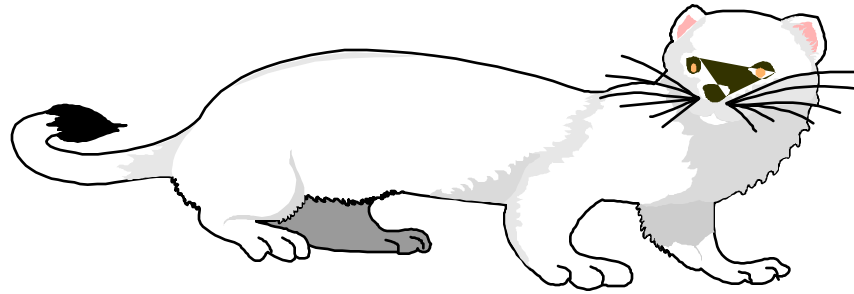
Using excessive verbiage to prevent action,
Out-talk or “wear down” objectors,
Monopolize discussion until time runs out

Camouflage



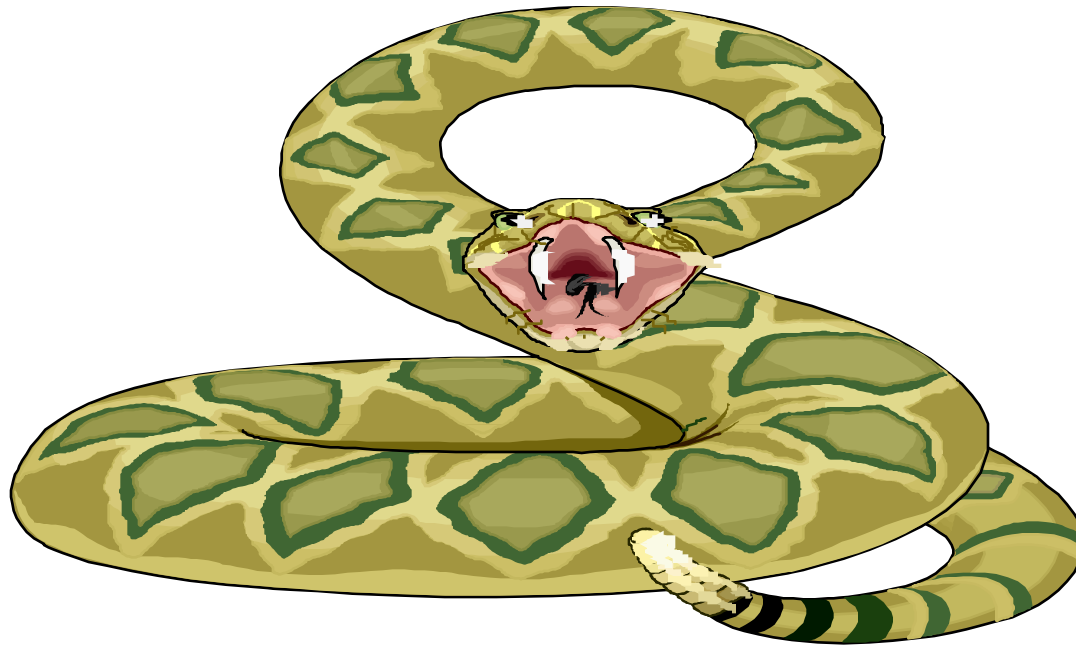
Creating a distraction,
Emphasizing the inconsequential,
Deliberately stimulating anxiety over ‘consequences’

Manipulating Information



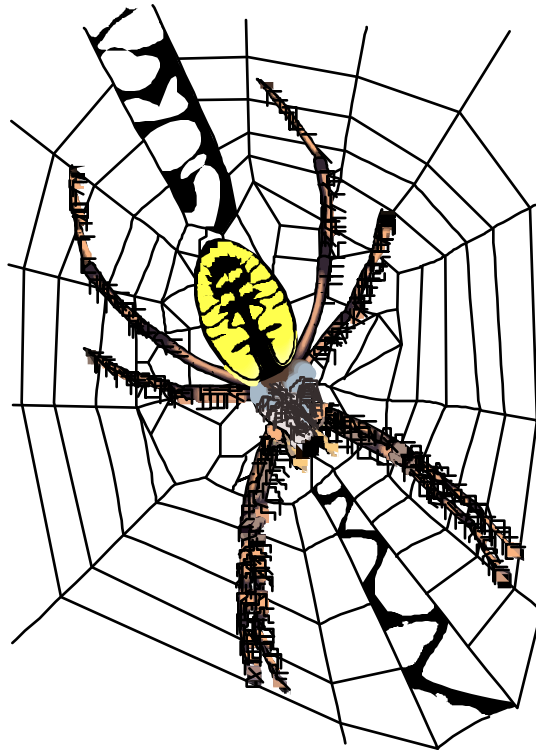
Withholding Information, covering up
Putting a ‘spin’ on information, or
Giving false information

Strategic Non-Compliance



Agreeing up-front to take actions that never happen,
Promising agreement simply to buy time,
Having a “silent veto”

Invisible Walls Game



“Roadblocking” the details of implementation,
Creating negative perceptions about a project
Making it very, very, difficult to proceed

Shunning Game



Subtly or overtly excluding an individual from the group,
Branding an individual as an “outsider”
Withholding social acknowledgments

Powerful Alliances Game



Using relationships to activate territorial games elsewhere

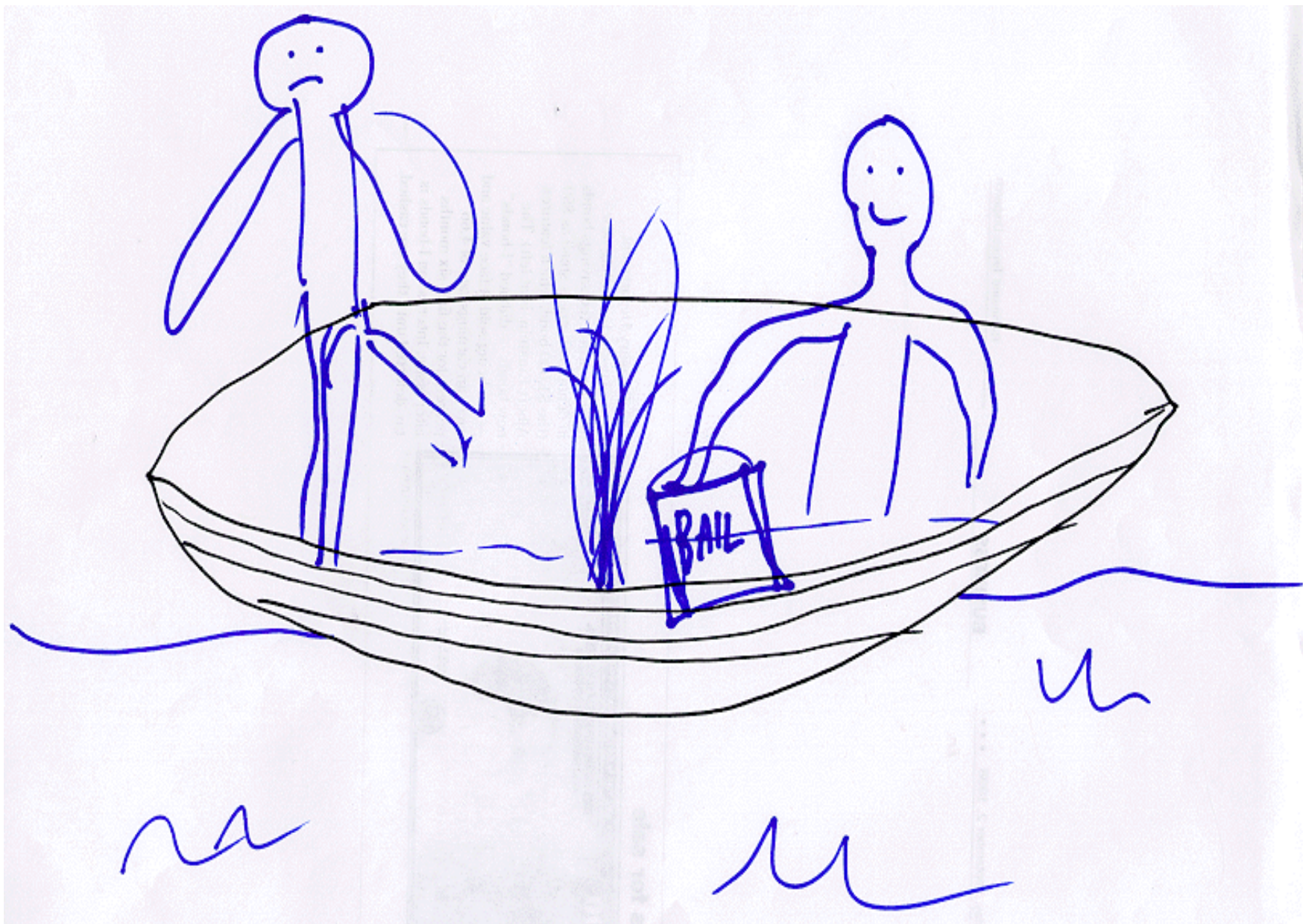
Name-dropping as a display of territory

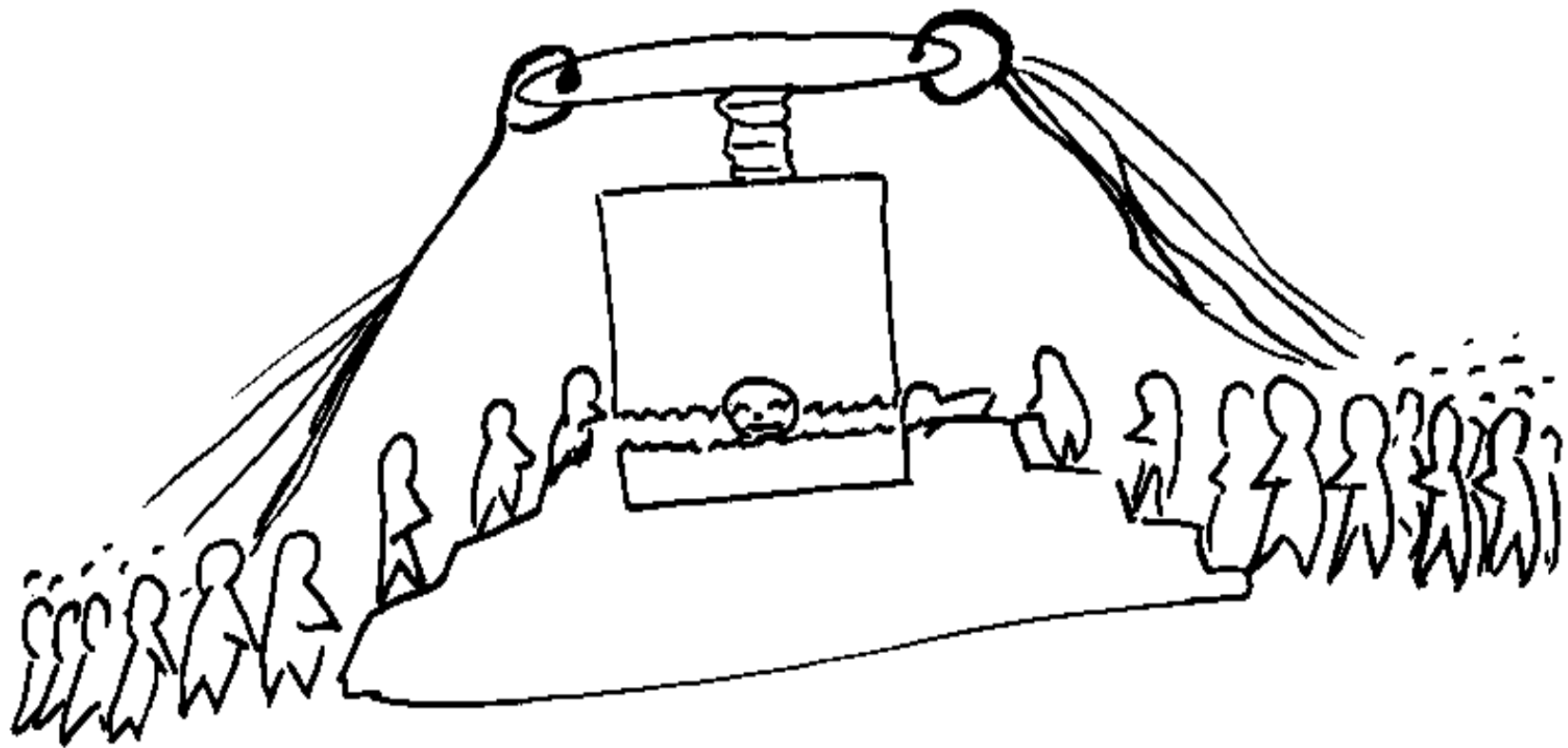
Using relationships to threaten others

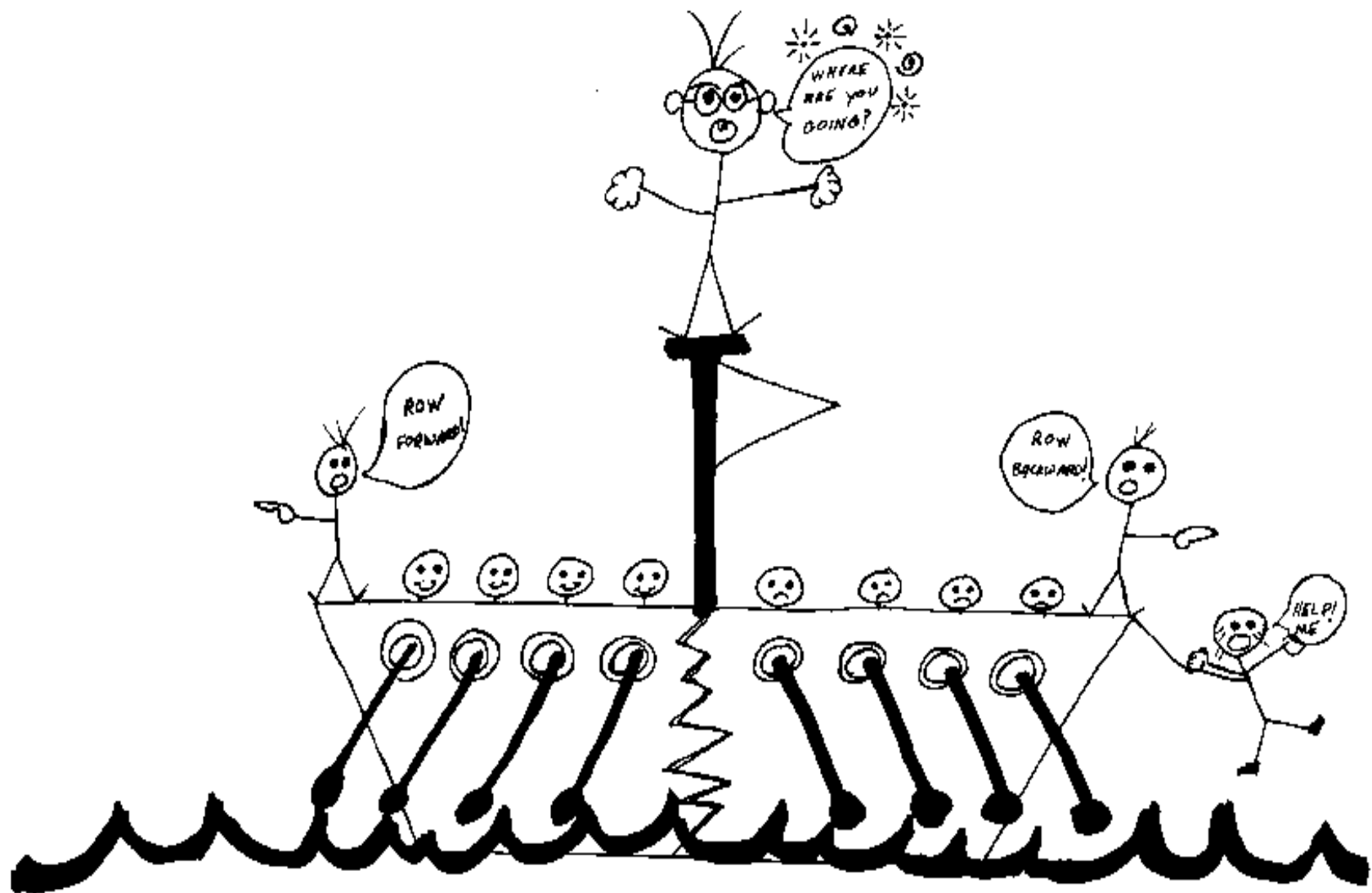
Discredit Game

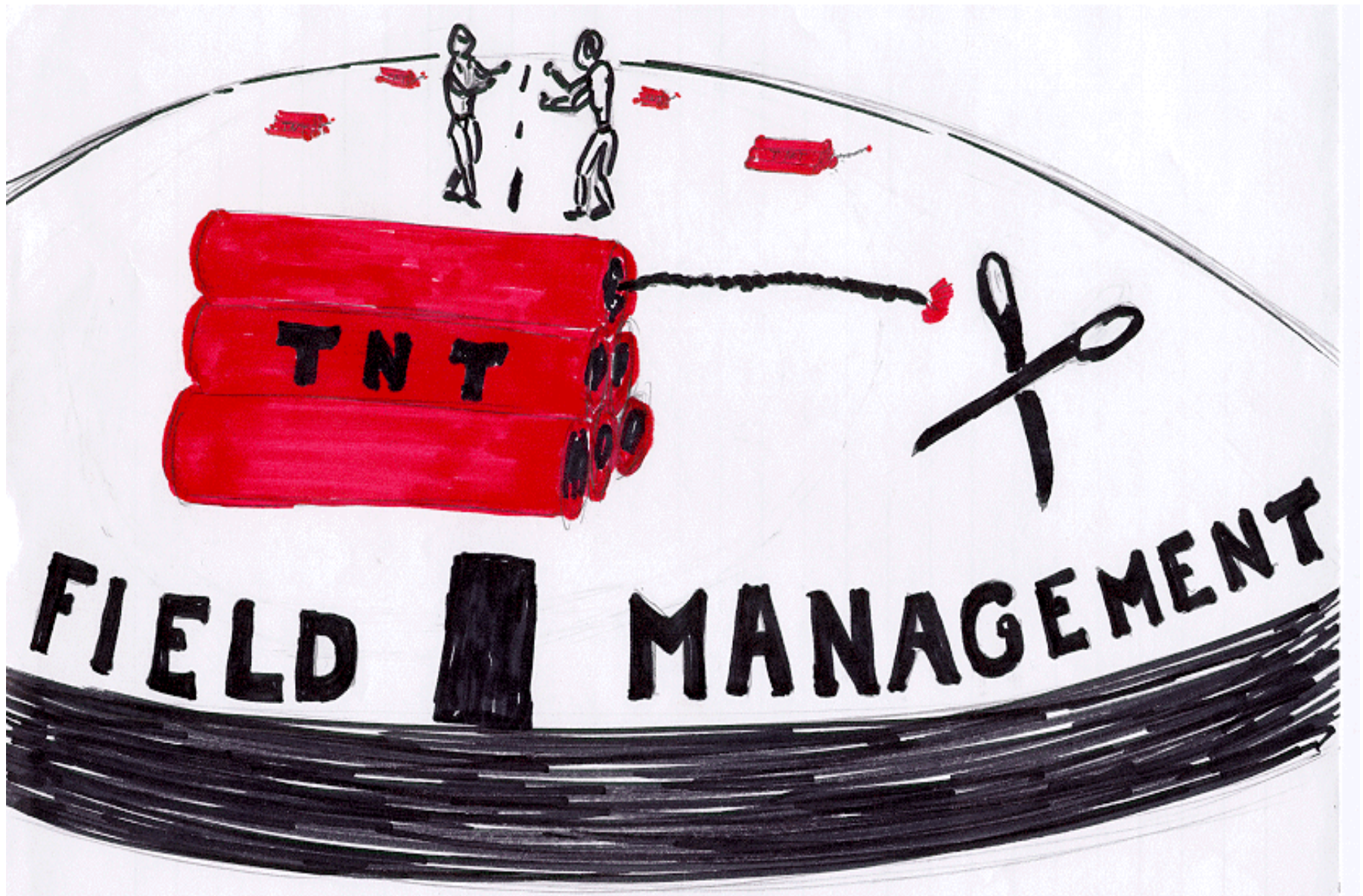


Using personal attacks or criticisms to diminish others,
Creating doubt about another's competence or credibility,
Using sweeping generalizations to negatively brand a
group











Contact Information

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Thank You