



From Silos to Alignment

How one shared number can
turn separate departments into
one team



One Critical Number

Every department has its own targets, its own definition of a good quarter, its own version of "winning."

And when priorities compete teams default to protecting their own win, instead of moving the *whole business* forward. That's how silos form.

The One Critical Number approach is where the whole team rallies around a single, shared number for a defined period. Something everyone can see, everyone can move, and everyone has real skin in it.



Research: Verne Harnish's Rockefeller Habits methodology found that fast-growing companies consistently rally around one critical number each quarter.

What Makes a Strong One Critical Number

4 filters to test your number.

➤ **Can we count it?**

A number, not an adjective. Not "~~better~~ collaboration". Something like "12 of something".

➤ **Can we do it without asking permission?**

No regional sign-off, no waiting on someone else's approval. If your team can't move it without asking, it's not really yours.

➤ **Can each person see their own share in it?**

Everyone in the room can point to their piece in it.

➤ **Would we notice if it didn't happen?**

If it could quietly not get done and nobody would care, it's not the one.



One Critical Number Examples

Theme: Understand each Other

IDEA	The Number
Sit in on another function's team meeting	5 leaders $\times$ 4 sessions = 20
Host a 20-min "how my function actually works" session for peers	8 sessions in 8 weeks
Shadow a colleague for half a day	$8 \times 2 = 16$ half-days

Theme: Proactively Reaching Out

IDEA	The Number
Flag a problem to another function before it reaches them	50 heads-up in one quarter
Coffee or lunch with a peer you rarely work with, 1:1	$9 \times 3 = 27$ conversations
Bring one cross-functional issue to the monthly catch-up, solved as a group	12 friction points cleared

Build a Team Agreement

Make the shared number a shared *habit*.

Tracking & Rhythm

How often you'll check in, and where everyone can see progress

When someone falls behind

Don't blame.
Create a simple, agreed first step

Accountability Norms

The behaviours your team commits to

Reward

How you'll celebrate it together, as one team

We have a '**Team Agreement Template**'. Please email us, if you would like to see it.

Highly aligned teams have one thing in common. They share a goal worth chasing together.

– Victus People



VICTUS
PEOPLE