



# Roxsand

## Horizontal Integration Within Organizations: Breaking Down Communication Barriers

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In large or growing organizations, communication breakdowns between divisions, departments, or teams can become a significant obstacle to productivity, innovation, and employee satisfaction. While horizontal integration is often discussed in the context of mergers and acquisitions, it can also be a powerful internal strategy. By aligning and integrating teams across the same level of an organizational structure, companies can foster collaboration, eliminate silos, and improve overall efficiency.



### What Is Internal Horizontal Integration?

Internal horizontal integration refers to the deliberate coordination and unification of departments, teams, or units that operate at similar levels within an organization. Rather than each team functioning in isolation - leading to duplicated work, misaligned goals, and inconsistent messaging - horizontal integration promotes a shared understanding and collaborative workflows.

For example, aligning quality control, sales, and production departments to work more closely together can ensure a consistent customer experience and more agile responses to market changes.

### Benefits of Internal Horizontal Integration

1. **Improved Communication and Collaboration:** Breaking down silos encourages open communication across departments and divisions. Teams that understand each other's roles and challenges are more likely to collaborate effectively.
2. **Faster Decision-Making:** When teams are aligned and regularly communicate, decisions can be made more quickly with input from all relevant perspectives rather than moving slowly through hierarchical channels.
3. **Unified Goals and Strategy:** Horizontal integration helps ensure that departments are working toward the same objectives, reducing internal friction and conflicting priorities.
4. **Operational Efficiency:** Sharing resources, processes, and data between departments can reduce redundancy and streamline workflows.
5. **Better Employee Engagement:** Employees who feel part of a connected environment are generally more engaged, as they see how their work contributes to the larger mission and can collaborate across functional lines.

### How to Implement Internal Horizontal Integration?

1. **Cross-Functional Teams:** Create project teams that include members from multiple departments to tackle key initiatives together. Take the time to learn what other departments do and how your work can benefit or integrate with their work.
2. **Shared Goals:** Align departments around common metrics and performance indicators to ensure collaboration is goal-driven.
3. **Internal Communication Tools:** Use platforms like OneDrive, Microsoft Teams, email, or even the old reliable phone to enable seamless cross-departmental communication.
4. **Regular Inter-Departmental Meetings:** Hold meetings where departments share updates, challenges, and opportunities for collaboration. Face-to-face meetings can help develop better working relationships, build camaraderie, and foster a shared culture.
5. **Leadership Support:** Encourage leaders to model cross-functional cooperation and reward collaborative behavior. When employees see that working together is both valued and rewarded, they are more likely to embrace and adopt collaborative practices.

## Conclusion

Horizontal integration isn't just a corporate growth strategy, it's also a transformative approach to organizational design and communication culture. By fostering collaboration across departments and divisions, companies can break down barriers, eliminate inefficiencies, and create a more agile, unified workforce. In an era where adaptability and teamwork are critical to success, internal horizontal integration can give LGE an edge in our industry.

*Pictured above: Lee Saude, Travis Buckneberg, and Kevin Oliver collaborating about Dell Rapids West Quarry mine plan and exploring potential equipment and operational improvements.*

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## Birthdays This Week

Oscar Beltran - Firestone  
Andrew Stewart - Ace Ready Mix  
Zach Kilber - Dell Rapids East  
Nick Holzemer - D & I Railroad  
Levi Gabrielson - Ortonville

## Milestone Anniversaries

Shari Hauglid - Dell Rapids East



A herd of cattle moving through Horse Creek Quarry in WY



## Smiles and Safety

We want to give a shoutout to Ashley Rae for lighting up the plant at Dells East with her incredible energy and creativity!

Ashley doesn't just bring a positive attitude to work, she wears it proudly. Her hardhat is decked out with colorful stickers and sparkling jewels that never fail to make people smile. It's more than decoration, it's a reminder that safety and self-expression can go hand-in-hand.

Thank you, Ashley, for bringing your creativity to work and spreading good vibes wherever you go!

If you know someone that would like to receive the Roxsand, have them send their personal email to [info@LGEverist.com](mailto:info@LGEverist.com) and request to be added to the mailing list.

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