

Cross Functional Team JumpStart

Description: Many organizations rely on cross functional project teams to accomplish initiatives that impact the entire company. These teams are expected to come together quickly as team members remain in their primary role while becoming accountable to a second responsibility. Many critical projects are delayed or fail as a result of the project group's inability to come together and function at high levels. These people problems pose significant risk to the bottom line. The Cross Functional Team JumpStart is a four hour initial investment of time that lays a foundation for a cross functional project team to establish itself based on collaborative behavior and an understanding of the dynamics required to come together well. Beyond that it immediately introduces team members to one another with the Team Style Profile personality assessment. This results in a common understanding of the strengths and weaknesses of the team.

The Process:

1. Each team member determines how to contribute to the team through collaborative behavior
2. The team commits to work through the phases of teamwork intentionally to achieve innovation and high performance
3. Team Members understand their impact on the team through the Personal Style Profile
4. The team identifies its collective strengths and weaknesses based on individual personal styles
5. The team determines how to leverage its strengths and overcome weaknesses to complete the project.

Anticipated outcome:

The cross functional team will begin the project with a common commitment to success with tools to ensure personal agendas and personality conflict do not undermine the project.