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How to Build a CROSS Teamwork Culture?

Nurturing CROSS teamwork is creating a work culture that values collaboration. In a CROSS teamwork environment, we understand and believe that thinking, planning, decisions and actions are better when done cooperatively. We can recognize, and even absorb, the belief that “none of us is as good as all of us.” **HIGH FIVE!**

It's hard to find work places that epitomize CROSS teamwork. Organizations are working on valuing diverse people, ideas, backgrounds, and experiences. We have miles to go before valuing



teams and CROSS teamwork will be the norm.

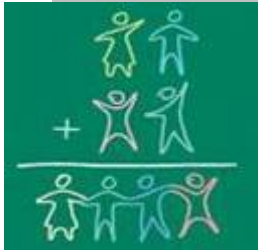
However, create a CROSS teamwork culture by doing just a few things right. Admittedly, they're the hard things, but with commitment and appreciation for the value, you can create an overall sense of CROSS teamwork.



Create a Culture of Teamwork -To make CROSS teamwork happen, these powerful actions must occur.



Executive leaders communicate the clear expectation that the CROSS teamwork and collaboration are expected. No one completely owns a work area or process all by himself. People who own work processes and positions are open and receptive to ideas and input from others on the team.



Executives model teamwork in interaction with each other and the rest of the organization. That is to maintain teamwork even when things are going wrong and the temptation is to slip back into former team unfriendly behavior.



Let's take sensation about and identify the value of a CROSS teamwork culture. If values are formally shared, teamwork is one of the key.

Teamwork is rewarded and recognized. The lone ranger, even if she is an excellent producer, is valued less than the person who achieves results with others in teamwork.