

Managing Cross Functional Teams

Course Overview

There is more to team development than just forming, storming, norming, and performing. Participants in this program will learn a model for facilitating groups through the dynamics of team development, understanding the role of leaders in creating effective team performance, and developing the skills needed to resolve conflict and optimize effectiveness of individuals working together.

Participants will take the Strength Deployment Inventory (SDI)® and complete the portrait of personal strengths as tools for applying a practical hands-on approach to breaking down barriers to effective cross-functional and matrix organizations.

Applying current knowledge of project management principles and methodology, participants are invited to work on real life/current problems and challenges. The course is unique in the curriculum in that it addresses current challenges, personal competencies and effective execution of tasks in a matrix environment.

Key Outcomes

Upon completion of this course, participants will be able to:

- Describe the characteristics of a team
- Create an effective team charter
- Utilize an effective resource roles and responsibility matrix
- Describe the difference between management of a team and leadership of a team
- Define the attributes of a high performing team
- Demonstrate an understanding of the role of leadership for a cross functional team
- Demonstrate an understanding of the Relationship Awareness Theory®
- Apply the concepts of motivational patterns in a project team environment

Course Outline

Relationship Awareness Theory and Strength Deployment Inventory

- Gain working knowledge of Relationship Awareness Theory
- Validate your motivational value system, and recognize the associated behaviors
- Identify when personal strengths become weaknesses
- Identify behaviors under conditions of conflict

Leading Teams

- Identify the stages of team development
- Discuss and use a variety of team facilitation skills that can promote team development and collaborative decision making
- Describe the features of virtual teams and the impact of technology on teams
- Provide feedback for team accountability

Managing Team Decisions

- Prepare the team to accept new ideas and support change initiatives
- Discuss the team decision-making process
- Determine when an issue needs to be escalated
- Gain a working knowledge of the steps to assess and resolve conflict

Closeout

- Develop lessons learned
- Adjourn the team

At-a-Glance:

Course Length:

2 days

Professional Development Units (PDUs): 14 (Leadership)

PMBOK® Guide Knowledge Areas Covered:

- Project Resource Management
- Project Communications Management

Delivery Options:

- Instructor-led Training (Delivered Onsite at Your Location)