

- Recognize interdependencies in cross-functional projects
- Promote collaboration amongst managers on projects that transcend unit boundaries
- Exemplify cooperative approach in own interactions with peers

- Provide a personal example of sharing power horizontally and vertically
- Work cooperatively with senior executives, peers and subordinate employees to enhance the success of cross-functional programs, policies or services

## Public Service Courses

- *Learning for Leadership* (T924 - Training & Development Canada)
- *Cultural Diversity and Communication* (Z085 - Training & Development Canada)
- *Project Management* (R901 - Training & Development Canada)
- *Supervisors Orientation Program* (G501 - Training & Development Canada)
- *Negotiating Skills* (T006 - Training & Development Canada)
- *Team Facilitation Skills* (0515 - Statistics Canada)
- *Conducting Effective Meetings* (0517 - Statistics Canada)

## On-the-Job Actions to Develop in Teamwork

- Ask your team to identify two to three obstacles or problems they want you or the entire team to work on or to eliminate. Work on an action plan and ensure follow-up and learning.
- Provide a clear rationale for your decisions and actions that clearly links decisions and actions to your strategic vision. This will gain commitment and provide clear leadership.
- Consciously support team members in complementing each others' strengths in completing tasks. Encourage awareness of each others' styles by using team-building instruments/models such as the Myers-Briggs Type Inventory or the Katzenbach team effectiveness model.

