

# 5 Steps to Mastering Cross-functional Collaboration

enable



If you face obstacles in cross-functional collaboration, don't give up. Instead, attempt to implement the best practices listed below to cultivate a company culture that values teamwork and inter-departmental communication. With successful cross-functional collaboration, you can maintain your focus on achieving shared objectives.



## 1. Identify SMART Goals

To ensure the success of cross-functional collaboration, it is important to understand the underlying reasons for collaborating. What are the shared objectives of your cross-functional team, and do all team members have a clear understanding of them? Establishing your company's goals is the initial phase of guaranteeing that your team is in sync.

When defining common goals, ensure these common goals are SMART (specific, measurable, attainable, relevant, and time-bound):

- Specific goals imply everyone understands what the team wants to achieve, and why
- Measurable goals imply you can measure progress towards them
- Attainable goals imply the team has the skills and resources to achieve them
- Relevant goals imply they are pertinent to the success of the organization
- Time-bound goals imply precise deadlines for the goals



## 2. Establish Clear Roles and Responsibilities

Establishing clear roles and responsibilities for each team member ensures that everyone knows what is expected of them and helps prevent duplication of effort or confusion. When working cross-functionally, it is not possible to be present everywhere and address every issue. One approach is to develop your delegation skills and assign task and project owners with well-defined roles, responsibilities and skill sets.



### 3. Build Trust

The foundation of a healthy organization lies in mutual trust. Trust is built through visible and experiential actions. Cross-functional teams gradually develop trust by engaging in transparent and consistent processes over a period of time.

For example, in rebate management, it is essential to provide all teams with identical deal information, enable them to access the same data sets and then grant them the authority to decide how to progress as a unified entity. Achieving this requires access to a single source of truth.



### 4. Involve Your Trading Partners

In order for cross-functional collaboration to be effective, it's crucial that your team is consistently aware of the shared objective. To achieve this, involving your trading partners can be highly beneficial. By communicating with them, your team can stay focused on the expected outcome.

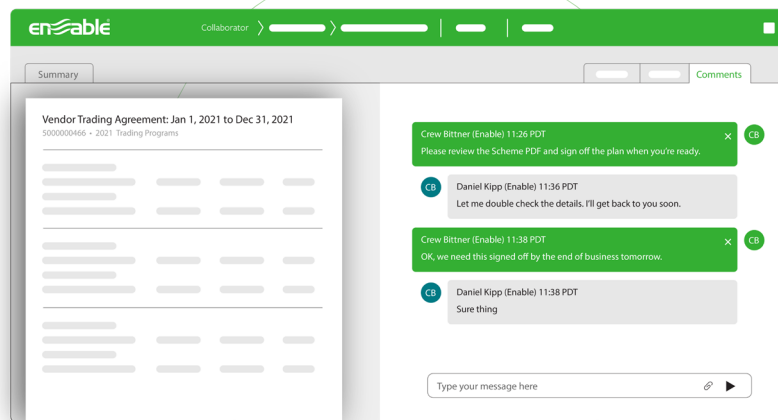
It may be wise to designate a specific team member as the point of contact for this purpose. This individual can keep the trading partners updated and gather their input, ensuring that your team always prioritizes their interests.



### 5. Utilize a Collaboration Tool

The next step is to provide your team with the appropriate collaboration tools to empower them. Organizations that genuinely aspire for cross-functional coherence should reconsider how their teams utilize technology. Effective cross-functional teams operate best when they have a centralized platform to communicate and monitor their joint rebate programs and transactions. The idea is to have a single source of truth where:

- Real-time information is visible to all stakeholders
- Messages and comments can be exchanged without sifting through a chain of emails
- Key person dependency is reduced
- Monitor user activity helping you to keep track of agreements and key dates
- Access the latest version of a contract
- Everyone can work from the same set of rebate data



Get in touch with us to witness a demo of [Enable's collaborator](#) if you're seeking to enhance your team's internal collaboration and establish better alignment.