



The Treacy Group

Interdepartment Team Development

Interdepartment Cooperation

Departments become more effective when they can spend more energy producing and less energy in competing with each other.

Historically one of the major deterrents to organizational effectiveness is the conflict that exists between levels and or departments. It can be a horrible waste of personal energy that gets in the way of every step the organization may take to become more productive.

For many years we have helped organizations move from conflict to collaboration through the use of the following approach.

- ❑ We help the leaders of the affected departments identify why they are committed to improving co operation and what they are willing to invest (personal energy, time, etc) to this cause.
- ❑ The leaders then communicate two the two departments why this is important and why now, their personal commitment to change and the commitment expected from those involved in the improvement process.
- ❑ We conduct interviews and or surveys to assess members' perceptions of sources of conflict and reasons for change.
- ❑ A design group is formed made up of members of both departments. This group meets in facilitated sessions to identify:
 - o Common agreements regarding perceptions of the present as well as their description of a desired state that will serve both groups and the organization well.
 - o Experiments to try - including new cross department goals, methods, linkages, and behaviors.
- ❑ The result of the above is communicated to the departments by the design team.
- ❑ We provide follow up and support for the chosen experiments.
- ❑ The design team is reconvened after a few weeks to evaluate chosen experiments and select new ones.

This will be repeated as often as necessary to achieve lasting satisfactory results.