



## SHARED OWNERSHIP

“ I collaborate effectively with other teams to help them achieve their own goals. ”

GUIDELINE

# WHY IT MATTERS

**I COLLABORATE EFFECTIVELY  
WITH OTHER TEAMS TO HELP  
THEM ACHIEVE THEIR OWN GOALS**

## Key Benefits

- We rally behind a common goal across functions
- We collaborate effectively to solve complex issues
- We save resources by solving problems together
- We are more supportive and more committed to each other
- We all take full responsibility for the team's success

# WHAT IT MEANS

**I COLLABORATE EFFECTIVELY  
WITH OTHER TEAMS TO HELP  
THEM ACHIEVE THEIR OWN GOALS**

## As a Manager

I help my team take ownership of cross-functional project goals. I step in to help them collaborate and keep their commitments.

## As a Team Member

I do whatever it takes to get results. I own the problem until it's closed, clarify what support I need, and collaborate openly with other teams.

## DO'S



Clarify shared goals for the extended team.



Agree who needs to deliver what by when.



Be precise about what you need from whom.



Make sure everyone has all they need to perform.



Do everything in your power to keep your commitments.

# DON'TS



Give up on the issue because it's hard.



Give up accountability when delegating.



Blame others! Help them with their challenges.



Settle for a quick fix!  
Collaborate on complex issues.



Act in a vacuum! Involve other teams in key decisions.