

What is a Cross Functional Team?

Group that are made up of employees from different functional areas and backgrounds within an organization like marketing, Finance, Production, and human resources, to achieve one common goal or to solve a complex problem targeting performance development and organizational effectiveness.



Structure

It consists of:

- Eight to ten members presenting different organization sectors.
- The team leader chooses the suitable members to achieve a specific goal.
- Members with different personalities, Intercultural and different skills.
- After solving a specific complex problem within specific period, each team member returns back to his department.



Purpose

Improves coordination and integration, span organizational boundaries. Also it is constructed to generate new ideas and development of new products thorough decision making.



Organizational Effectiveness

- The effective organization is a result of interaction between individuals who work in effective teams and their organizations.
- When there is a continuous interaction and mutual effect between individuals and organizations, this will lead to inventing new work systems and methods which achieve effectiveness as an end.

References

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