Celebrating 70 AMAzing Years

AHMEDABAD MANAGEMENT ASSOCIATION®

Madanmohan Ramanlal-AMA Centre for Human Resource Development

CROSS-FUNCTIONAL EFFECTIVENESS

Turning Internal Competition into Collaborative Profitability

In almost every organization, a silent friction exists. Sales blames Operations, Finance locks horns with HR, and individual departments operate like isolated fortresses—guarding their turf, protecting their metrics, and fighting for resources. But why do intelligent, dedicated professionals default to internal competition instead of seamless collaboration?

The answer lies deep in human behavior. Just as biological survival systems naturally prioritize the immediate unit over the larger ecosystem, corporate structures often force teams into zero-sum games. When departments optimize only for local survival, the organization's overall agility, speed, and profitability pay the price.

True cross-functional effectiveness cannot be achieved merely by issuing memos telling teams to "get along." It requires understanding the root causes of internal friction and deliberately redesigning how departments interact, share information, and win together.

CONTENTS

- **Decoding the Root Cause:** Uncover why departments naturally behave like competing tribes and how misaligned metrics drive internal turf wars.
- **Diagnosing the Silo Effect:** Identify the invisible behaviors—such as information hoarding, finger-pointing, and defensiveness—that drain organizational energy.
- **From Zero-Sum to Positive-Sum:** Shift organizational mindsets away from "us versus them" thinking toward mutual interdependence and shared wins.
- **Building Operational Bridges:** Learn actionable strategies to foster psychological safety, establish transparent workflows, and align cross-functional goals with the bottom line.

FOR WHOM

- Business Owners & Entrepreneurs
- HODs & Department Heads (Sales, Finance, Operations, HR, Marketing)
- Senior Managers & Team Leaders
- HR Professionals & L&D Specialists

FACULTY

Ms Teena Jobaliya is a corporate trainer and associated with human resource department of various organization in Semiconductor and IT industry. She is associated with different education institute to bridge the gap of industry and academia. With over 20 years of extensive experience in operations, human resources, and training, she has consistently excelled in her field.

Programme Date:
November 26, 2026

Duration:
Full Day

Time:
9.30 AM to 5.00 PM

Format:
ON CAMPUS

Programme Fee:
INR 1,500/- (Incl. GST)
Concession for Members 10%;
Patron 20%; (Lunch included)

Last Date to Register:
November 25, 2026

Register

For bulk nominations and enquiries, please reach us at:

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ISO 9001:2015 CERTIFIED

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