

Cross-Team Collaboration Maturity Checklist

Introduction

Cross-team collaboration is often where strategy either comes to life or falls apart. While most teams work hard, collaboration between teams can break down due to unclear goals, trust gaps, misaligned expectations, or poor communication.

Together with teams from SD Worx, HP, Kommaboard and Unipartners, and inspired by Stephanie Dahl-Wissmann's research (Bold2Move), we brainstormed for one day on the Success factors and obstacles of cross-team collaboration. The result? This super usefully cross-team collaboration maturity checklist

Use it as a reflection tool. Start on your own. Tick the boxes that apply to your current cross-team collaborations. At the end of each section, count your checks and compare them with the total. Then use the scoring guide to assess your maturity level. Finally, share your results with your colleagues and partner teams. The conversation that follows will reveal your next step forward— together.

1. Build Connection & Self-Awareness

	Do all cross-team members reflect on their strengths, weaknesses, blind spots, and allergies often and discuss them openly?
	Have you organized a cross team culture workshop to share these insights and define shared values?
	Do you schedule regular 1:1 check-ins, focused not just on output but on support and service for cross team collaboration?
	Do you run a pulse survey or short feedback loops to track how people experience the cross team collaboration?
	Do you celebrate milestones, anniversaries, failures, and wins — together?
	Do you recognize the cross-team energizers or cheerleaders, and empower them further ?
	Do you create space to name taboos and have open, courageous conversations?
	Do you encourage healthy conflict as a growth path, not a threat?
	Have you co-defined what great collaboration looks and feels like?
	Do you create shared experiences (offsites, rituals, joint initiatives) to bond teams?
	Have you taken time to acknowledge and explore cultural and generational differences?

• **Maturity Score:** /11

2. Align on Purpose & Responsibility

	Have you secured cross-team-wide buy-in on the "why" and the "what" of collaboration?
	Do team members receive training in communication, self-awareness, and feedback?
	Are the roles and ownership clearly defined cross the different teams?
	Have decision rights been clarified to reduce confusion or overstepping?
	Do you take time to regularly align on shared goals, especially when under pressure?
	Is accountability practiced with kindness, rather than blame?
	Do you encourage healthy conflict as a growth path, not a threat?
	Do you and your leaders model servant leadership in daily interactions for your own team(s)
	Do you and your leaders model servant leadership in daily interactions for your the team(s) with whom your team(s) have to collaborate?
	Have you acknowledged and addressed any potential blockers beyond the team's control?
	Have you agreed on rules and rituals for hybrid work and physical distance?

• **Maturity Score:** /11

3. Align Goals & Track Progress

	Have you set quarterly cross-team objectives that connect clearly to your larger mission?
	Do you facilitate frequent feedback loops around cross-team collaboration effectiveness?
	Do you celebrate both problems solved and progress made, visibly?
	Do you organize "no-manutition" sessions (talent reviews) to ensure people have the right roles?
	Do you revisit the mission and goals regularly with your teams?
	Is the long-term goal visible, and are progress and setbacks openly tracked?
	Do you encourage a culture of questioning, curiosity, and honest process reflection?
	Can team members pitch why a collaboration should stop, if it's no longer valuable?
	Do you actively avoid micro-management, and instead foster autonomy?

• **Maturity Score:** /9

4. Improve Meeting Hygiene

	Does every meeting have a clearly stated goal or purpose?
	Do you regularly ask: “Why are we here?” and “Who truly needs to be here?”?
	Are meeting roles clear — facilitator, mentor, ambassador?
	Do you measure meeting effectiveness (e.g., via feedback or outcomes achieved)?
	Do you have the freedom to say no to meetings without consequence?
	Do you and your leaders role model openness and vulnerability?

- **Maturity Score:** /6

Final Score & Reflection

- **Your total Score:** /37

Boxes Ticked	Cross-Team Collaboration Maturity Level	Description
29 - 37	Strong Foundation	Collaboration is a lived culture; refine and sustain.
19 - 28	Growing Maturity	Good base, but some practices need embedding
15 - 18	Developing	Several collaboration practices in place, but inconsistent.
0 - 14	Missing foundation	Time to revisit the basics — start with trust and clarity.

After completing the checklist, ask yourself:

- Which **areas** are we doing really well in? Start with celebration!
- Which **2 areas** need immediate improvement? Start now.
- What are **3 actions** you could try next month to raise collaboration maturity?

Set a follow-up.

Schedule a check-in 3 to 6 months from now. Revisit this checklist to reflect on your progress and reassess your cross-team collaboration maturity.