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COURSE BROCHURE

Cross-Functional Leadership Group Cohesion Training Course

6 – 10 December 2026
Sharm El-Sheikh

Cross-Functional Leadership Group Cohesion Training Course

Ref: 2219_82116 **Date:** 6 – 10 December 2026 **Location:** Sharm El-Sheikh **Fees:** 4500 GBP

Cross-Functional Leadership Group Cohesion is a 1-week training course for function leaders who lead different areas yet sit on one leadership group, and it produces a Cross-Functional Leadership Compact that sets out shared enterprise priorities, decision rights and peer commitments. Organisations now expect their heads of function to act as one leadership group rather than a set of separate departments competing for budget and attention. The course is delivered by Jupiter Prime Training.

Why Cross-Functional Leadership Group Cohesion Matters Now

Three forces push function leaders into closer collective leadership. Flatter structures and cross-functional work mean outcomes depend on how peers trade resources and settle priorities. Restructures and mergers bring together leaders of functions that have never relied on each other, so trust between areas must be built deliberately. A leadership group that decides together, speaks with one voice and challenges openly moves faster and keeps its people; a fractured one creates silos, duplicated effort and slow escalations. The course draws on established models of senior team effectiveness and on group decision research.

Who Gains Most from Cross-Functional Leadership Group Cohesion

- Heads of function who share a leadership table and compete for the same budget and talent
- Function leaders appointed after a restructure who must form a new peer group quickly
- Senior managers who chair cross-department forums and settle contested priorities
- Deputy heads preparing to join a leadership group and represent their area to peers
- Leaders responsible for joint initiatives that cut across several reporting lines

Leadership groups gain most when several members attend together and test commitments on live issues.

Cross-Functional Leadership Group Cohesion Capabilities

Participants move from defending their own area to holding shared accountability for enterprise results with their peers.

- Assess the health of a leadership group — the chief executive or sponsor
- Align departmental targets with a small set of enterprise priorities — budget and resource allocation
- Design decision rights that clarify which choices the group takes together — escalation and speed of response
- Apply structured dissent methods — quality of collective decisions
- Communicate one consistent message after group decisions — staff confidence during change

- Build peer accountability routines — follow-through on joint initiatives

Key Cross-Functional Leadership Group Cohesion Terms

- Cross-functional leadership compact — written shared priorities, decision rights and peer commitments agreed by function leaders.
- First team loyalty — the principle that a leader's primary loyalty sits with the peer leadership group rather than with their own department.
- Decision rights — an agreed statement of who decides, who is consulted and who is informed for each type of group decision.
- Structured dissent — a deliberate method for surfacing disagreement before a decision.
- Cascade discipline — the practice of passing a group decision to staff in the same words and timing.
- Peer accountability — the expectation that leaders raise missed commitments directly with each other rather than waiting for the sponsor.

Cross-Functional Leadership Group Cohesion Day by Day

Day 1: The Leadership Group as a System

- Peer Effectiveness Diagnostic — Where The Leadership Group Stands Today
- First Team Loyalty Concept — Balancing Department And Enterprise Interests
- Real Team Versus Working Group Test — Which Issues Need Collective Leadership
- Stakeholder Expectations Map — What The Sponsor And Staff Require
- Restructure And Merger Dynamics — Forming A New Peer Group

Day 2: Shared Priorities and Decision Rights

- Enterprise Priority Funnel — Selecting Few Goals The Group Owns
- Interdependence Mapping — Where Departments Rely On Each Other
- Decision Rights Matrix — Collective, Delegated And Individual Choices
- Resource Trade-Off Protocol — Settling Budget And Talent Contests
- Leadership Meeting Architecture — Strategic, Operational And Review Agendas

Day 3: Productive Challenge Among Peers

- Structured Dissent Techniques — Surfacing Disagreement Before Commitment
- Pre-Mortem Method — Testing Group Decisions Against Failure Scenarios
- Peer Conflict Styles Profile — Patterns Within The Leadership Group
- Repair Conversation Model — Restoring Working Relationships After Tension
- Disagree And Commit Principle — Closing Debate And Moving Forward

Day 4: One Voice and Peer Accountability

- Cascade Discipline Plan — Consistent Messages From Every Function Leader
- Joint Announcement Scripts — Communicating Contested Decisions To Staff
- Peer Commitment Tracker — Visible Follow-Through On Joint Actions
- Direct Peer Feedback Routine — Raising Missed Commitments Early
- Leadership Group Health Pulse — Regular Signals Of Cohesion Under Pressure

Day 5: Practising the Cross-Functional Leadership Compact

- Live Priority Case — Applying The Funnel To A Contested Agenda
- Decision Rights Simulation — Running A Cross-Department Escalation
- Dissent And Cascade Rehearsal — From Debate To Unified Message
- Sponsor Briefing Practice — Presenting Collective Commitments Upward
- Cross-Functional Leadership Compact — Final Priorities, Rights And Peer Commitments

Applying Cross-Functional Leadership Group Cohesion After the Course

- Run the peer effectiveness diagnostic and agree two improvement actions at the next meeting.
- Introduce the decision rights matrix and the peer commitment tracker into the standing leadership agenda.

Cross-Functional Leadership Group Cohesion Questions FAQ

What is cross-functional leadership group cohesion and why does it matter now?

Cross-functional leadership group cohesion is the ability of function leaders to decide, speak and follow through as one group. It matters now because flatter structures, restructures and cross-functional work make results depend on how peers settle priorities together rather than defend separate areas.

Which roles gain most from cross-functional leadership group cohesion training?

Heads of function, leaders appointed after a restructure and senior managers who chair cross-department forums gain most. Deputies preparing to join a leadership group also benefit.

How does cross-functional leadership group cohesion training differ from general team building?

Cross-functional leadership group cohesion training focuses on peers who each lead their own function, not on a manager and direct reports. It covers enterprise priorities, decision rights, structured dissent and cascade discipline rather than activities for front-line groups.

What do you bring back from cross-functional leadership group cohesion training?

You bring back a draft cross-functional leadership compact with shared priorities, decision rights and peer commitments. You also return with a diagnostic and a commitment tracker for your next meeting.

Cross-Functional Leadership Group Cohesion: The Way Forward

The Cross-Functional Leadership Compact gives a group of function leaders a shared reference for their next contested decision, usually a budget or talent trade-off. The sponsor and each head use it to test proposals against agreed priorities and decision rights. After its first use, the group should revisit how well its peer commitments held when pressure rose and adjust the compact accordingly.