

Lack of cross-functional working

④. Cross-functional team to work on a real business problem

- Share progress of this team on intranet w/ regular cadence
- Blog w/ link to pulse survey
- Share in all-hands

Mismatch company culture w/ function

⑤. Articulate company culture

- Use stats, share info
- Highlight company values
- Leverage someone trusted, an advocate
- Feedback from functions where it works
- Global stories on flex working / quotes
- Demonstrate financial benefit
- Test-runs to show results