Remote and Virtual Teams

"Developing virtual teams is 90% culture change and 10% technology." - Bob Buckman

Collaboration between groups and individuals working remotely is not a new concept. However the development of information technology has driven the development of virtual teams. In today's global market place, organizations looking for a competitive edge have found it in technology which allows them to utilize employees in new ways; in different places at different times. Reduced social interaction, working in different time-zones, limited informal communication and cultural differences make the task of building an effective remote team extremely challenging.

The objective of this workshop is to help remote and/or virtual teams assess their current team effectiveness and stage of development, identify their strengths and gaps and develop an action plan to improve their team's current and future performance.

Objectives	At the end of the workshop participants will be able to:

> ➢ improve individual and team motivation by defining and implementing clear and aligned team goals.
> ➢ manage cultural and interpersonal differences to get results.
> ➢ develop a system of communication which builds relationships, increases transparency and encourages constructive feedback.
> ➢ establish standards of behaviour which promote shared values in the team and create a team identity and spirit.
> ➢ manage ambiguity by moving from implicit to explicit communication and creating a feedback culture.

Content

> ➢ Characteristics of highly effective virtual teams
> ➢ Virtual team development – the virtual team toolkit
> ➢ The importance of clear and aligned goals
> ➢ Managing conflicting priorities constructively
> ➢ Developing trust and relationships in virtual teams
> ➢ Defining critical team processes to balance clarity/flexibility
> ➢ Individual and team dialog and feedback exchanges

Learning Methodology

The participants will be expected to do some preparation in advance of the program and complete an assessment of their virtual team.

The workshop will involve experiential-based learning activities with debriefings, group activities, and one-on-one / group dialog.

The team should commit to a telephone conference / web-based meeting to review the learning and any actions agreed upon.

Workshop

This is a three-day workshop for a group of up to 16 participants working with two Clarion Learning consultants at an offsite location.

learning > change > results
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