

High Performance Virtual Teams

The nature of work has changed. In today's global economy, working in different locations, with different nationalities and across different time zones has become the norm for many of us. We work closely together with others who we may have never met face to face. Temporarily, in project teams, but also permanently. Many of these global teams are not using their full potential.

Research shows that global teams are less effective than they would like to be because of the virtual nature of their work, and more fail than succeed because of the following challenges:

- coordinating the logistics of teamwork across time and place
- establishing effective work relationships without face-to-face contact
- leading team members who are geographically dispersed
- using virtual team technology
- misunderstandings due to cultural and other differences.

The Nomadic High Performance Virtual Team training suite is the first programme of its kind that addresses each of these issues in-depth. Through a series of facilitated, interactive modules delivered in a virtual

classroom, participants practice and strengthen key virtual teaming competencies while at the same time becoming more skilled at collaborating effectively in an online environment. Special emphasis is given to leveraging the cultural diversity of the team, which is one of the biggest hurdles for high performance in geographically dispersed teams.

Outcomes

- Increased performance, more focus on the team's task and result
- Less time wasted on misunderstandings
- Productive instead of destructive conflict
- Better use of talent, knowledge and experience across the organisation
- More alignment between team members
- Increased motivation for team members



Virtual workplaces are often seen as a way to cut costs, as an alternative to business travel and expatriation.

But the bigger value is the ability to tap into knowledge, experience and talent anywhere in the organisation, regardless of location.

At short notice, a project team of talents and experts from various corners of the globe can be off the ground. They are likely to outperform the traditional team sitting in a single location, providing the team members know how to use technology in a smart way, bridge time zones and cultures, build relationships and trust without face to face contact. These are skills that can and should be learnt.

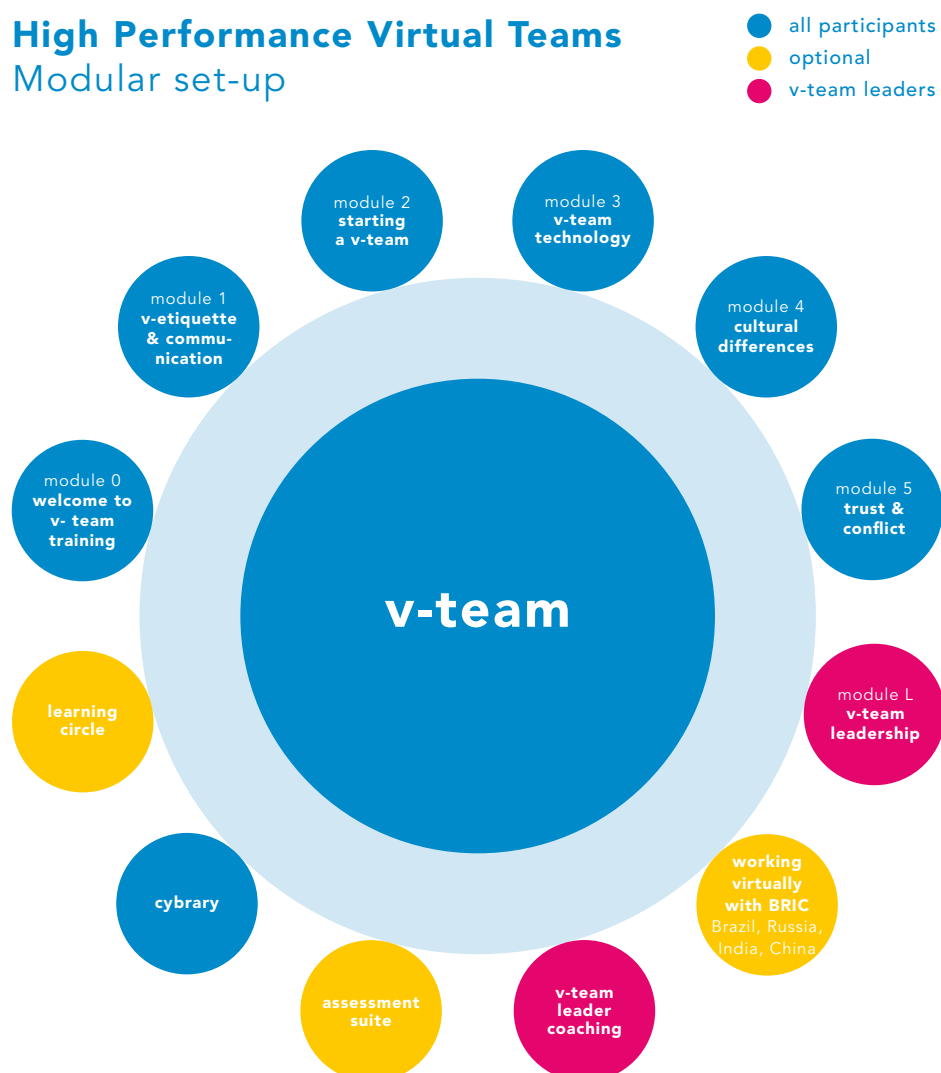


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Special Features

- **Double-level learning:** as the training takes place in a virtual classroom, participants learn not only from what is presented but also from how things are run in the virtual environment
- **Modular structure:** each 90 minute module is dedicated to one aspect of virtual teamwork. A set of modules can be combined to address the needs of the client's virtual teaming challenges
- **Research-based content:** the modules' content is based on most recent research on effective virtual working
- **Cross-cultural expertise:** an international team of facilitators and coaches who are experts in working virtually and across cultures will share first-hand experiences with the participants
- **Sustainable results:** all participants have access to the Nomadic Cybrary, where tools, checklists, blogs and forums are available
- **Learning circle:** participants can join a virtual peer group focused on exchanging experiences and learning from each other

High Performance Virtual Teams Modular set-up



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Benefits

- High impact: double-level learning
- Low cost: considerable savings on travel and accommodation
- Low time involvement: easy to schedule and minimum time away from work
- Carbon footprint: no greenhouse gas emissions from travel

One-to-One Coaching for Team Leaders

Virtual teams require a different type of leadership than conventional teams. Managing the performance of direct reports that are not at the same location requires a different skill set and it may be uncomfortable for some leaders to 'let go' of immediate control.

Coaching is available for virtual team leaders to enhance the learning experience and provide additional support.

About Nomadic IBP

Nomadic IBP is a virtual organisation of culturally diverse, multilingual consultants based in Europe, South East Asia and North America who all have a vast experience of working with global corporations.

Our focus is to guide and develop internationally mobile people and teams to be the best versions of themselves, in service of their organisations and communities.

Information

Nomadic International Business Psychology

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I have seen many cross-cultural training programmes, but this was the best one ever.

Training Manager,
PriceWaterhouseCoopers, Germany

Good and clear presentation and explanation.

Very competent and knowledgeable in answering questions and issues.

Country HR manager,
Philips

They seem to have a lot of real-life practical experience in dealing with virtual teams and cross-cultural issues so they relate it to real life.

Process engineer,
Shell

I can immediately use this at work.

Raw materials trader,
BHP Billiton

