

Leading Remote Teams

Boost your Virtual Team performance

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.

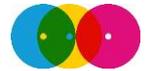
Research shows that global teams are less effective than they would like to be because of the virtual nature of their work, and more fail than succeed because of the following challenges:

- 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 communication technology
- Misunderstandings due to cultural and other differences

The Virtual Team training programmes offered by Nomadic IBP are highly innovative designs that address each of these issues in-depth.

Each training programme is tailored to the need of the client and consists of a series of facilitated, interactive sessions delivered in a virtual classroom, in combination with individual virtual coaching. 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.



Virtual Coaching: as effective as face-to-face

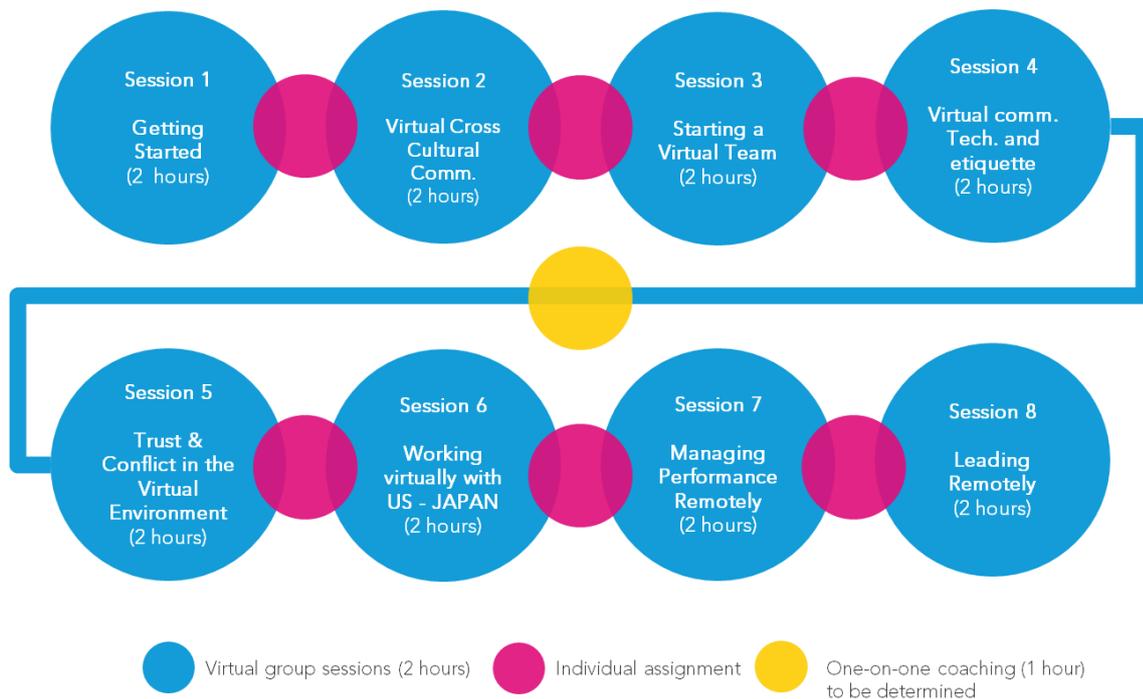
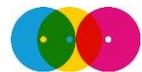
Executive Coaching done over the phone or through a web platform has proven to be as effective as face-to-face coaching. Our clients often mention how pleasantly surprised they are after experiencing coaching over distance. Scientific research shows that the impact equals 'classic' coaching and the amount of time and money saved by not having to travel is considerable.

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

Special Features

- **Interactivity and engagement:** Unlike traditional webinars, our training sessions are designed to be highly engaging and interactive, by making full use of the virtual classroom 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 and working together virtually with team members.
- **Customised design:** our training programmes are designed to address the specific needs of the client. These designs consist of 2 hour sessions, each dedicated to a specific aspect of virtual teamwork.
- **Research-based content:** the session content is based on most recent research on effective virtual teamwork.
- **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.
- **Accessible from anywhere:** since our virtual training programmes take place completely online, it is possible to join these sessions from any location.



Benefits

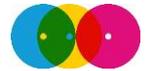
Besides the high impact virtual training has due to double-level learning, it is also a huge cost saver. Take a look at the following example of the average cost of a typical two-day face-to-face training programme for a global group of 12 participants.

Air travel Average cost of € 400 per continental and € 1.200 per intercontinental flight	$(6 \times 400) + (6 \times 1200) =$	€ 9.600
Hotel stay €265 per participant per day *	$12 \times 2 \times 265 =$	€ 6.360
Training accommodation Between € 800-1.200 per day **	$3 \times 1000 =$	€ 3.000
Travel and hotel stay for trainers € 1.300 per trainer	$2 \times 1300 =$	€ 2.600
Total		€ 21.560 ***

* Average costs according to the 2011 Corporate Travel Index

** Costs might differ across different countries

*** Plus $12 \times 12 = 144$ work hours lost due to travelling



This means that:

- Delivering a two-day training programme virtually instead of face-to-face can lead to an immediate cost saving of more than € 20.000.
- During the average time of 12 hours that a participant is travelling back and forth to the training location, he or she could have attended online training sessions.
- Virtual training saves money, time and the environment and puts less strain on employees.

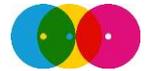
Application Coaching

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. Application coaching is part of most of our programmes, aimed at supporting participants to integrate what they have learnt into their daily practices.

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.

Technical requirements

- A computer or laptop with high speed Internet
- Possibility to use WebEx Training Center (some organizations with a high security level have firewalls that block WebEx)
- A USB headset
- A quiet place to work (no background noises).



Questions?

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About Nomadic International Business Psychology

We make virtual working work. We train the trainer, we train the leader and we train the team in 20 languages on 5 continents

Testimonials

This is what some of our previous participants had to say about this programme:

I was surprised to realize that remote work can be so efficient. It made me realize you can actually work with people that you have not met. There was a lot on our plates, but I am still hungry. The experience was intense, engaging.

Training participants from L'Oréal Asia Pacific

This was a great experience. I learned a lot about the technology & interacting with others in a virtual team environment. It connects people from different time zones.

Training participants from BEMIS Worldwide

Just do it! Interactive, energetic, amazing to see a group bonding on line without any visual. It reflects real life training and more.

Open enrolment training participants