

Building high performing virtual teams

We have been working with international virtual teams since 2008. These teams face many challenges. They range from working in different time zones with short or no overlaps to meeting live, to different cross-cultural and personal working habits, differing levels of digital competences and many more. Pandemic-related issues like meeting fatigue add to the complexity. To leverage the full and rich potential of these teams, we have developed various approaches and interventions.

Target group:

- Virtual intercultural teams or departments incl. their leaders

Possible objectives:

- Leveraging the full potential of a diverse team
- Developing trustful working relationships across distance
- Establishing common working rules
- Making virtual meetings more effective
- Communicating effectively across cultures
- Using communication media appropriately
- Giving and asking for feedback virtually
- Developing an agile working culture
- Preventing or managing conflict virtually

Interventions we use:

- Interactive online team coaching workshops with short inputs, reflection & co-creation
- 1:1 online coaching
- Shadowing of team meetings
- Buddy system
- Pioneer approach (digital pioneers to train peers)
- Peer Coaching Sessions to support one another with challenging tasks/situations
- Collaborative online communities (MS Teams or other) to foster asynchronous communication

Benefits:

You will...

- quickly establish trust and psychological safety in your teams
- feel more confident with using digital media in a targeted way

- learn practical techniques to make virtual team work more effective
- increase the interactivity of virtual meetings
- ensure team members act aligned and on time
- establish peer learning and supporting one another
- directly transfer learning to increase team performance
- be provided with feedback from an external consultant
- easily combine programme participation with busy working days (brief interventions, no travel time and no further expenses due to virtual formats)

We will be happy to provide you with further details!
Please contact Nikola Heidrich
via email: nh@heidrichconsulting.com or phone: +49 178 849 83 04