

## Developing virtual leaders

To thrive in today's innovation-driven and fast changing world, leaders are constantly challenged to adapt their leadership mindset, behaviour and competences. Leading a cross-cultural virtual team with members located in different time zones remains a huge task. Uncertainty and complexity are constantly increasing and navigating teams successfully through times of transformation has become a core leadership task. We have been designing and facilitating purely virtual development programmes for leaders worldwide since 2008 and truly believe in the power of virtual teams and developing leaders virtually.

### Target group:

- Virtual intercultural team leaders globally at all levels

### Our experiential learning approach:

- Experience, reflect, experiment, implement
- Simulation of a diverse virtual team setting to initiate reflection process
- Peer and social learning as a core element
- Spacing of learning over time to increase sustainability and effective transfer
- Direct implementation of learnings in virtual team reality
- Reflection on how the methods worked in "real teams" with peer group

### Possible programme topics are:

- Building and maintaining a highly effective virtual and inclusive team
- Leading virtually with trust, purpose and empathy
- Navigating a team through uncertainty and complexity
- Communicating effectively across cultures
- Leading a transformation process virtually
- Developing and coaching team members virtually
- Developing shared goals
- Demonstrating effective digital facilitation and communication skills
- Creating a motivating virtual team environment
- Establishing a virtual feedback culture
- Being visible as a leader
- Modelling mobile / hybrid work behaviours as a leader
- ...

## Benefits:

You will...

- experience virtual team building and increased trust
- experience methods as a “team member” to then reflect and shift perspective to implement in your own context
- network globally across cultural and organisational boundaries and break silos
- build a trustful international network of peers to draw on in the future
- develop your individual leadership mindset to tackle future challenges
- harmonise leadership competencies across defined target groups worldwide
- learn techniques to make virtual leadership more effective and impactful
- directly transfer learning into practice
- easily combine programme participation with busy working days (brief interventions, no travel time and expenses due to virtual format)

We will be happy to provide you with further details!

Please contact Nikola Heidrich

via email: [nh@heidrichconsulting.com](mailto:nh@heidrichconsulting.com) or phone: +49 178 849 83 04