Power UP

Leading Virtual Teams

June 14, 2017

RMI is dedicated to the advancement of resource and workforce management thought leadership, best practices and standards, globally recognized credentials that certify resource and workforce management expertise, and tools and resources necessary for effective and efficient management of human capital intensive businesses.

The RMI will provide the RM community a vehicle to advance the discipline of RM, and further the interests of the people who make up the RM community and the companies they work for.

www.resourcemanagementinstitute.com

Innovate

RMI Resource Management Institute

About RMI ↓   Events   Certification ↓   Apply ↓   RMCP® Tools ↓   Join RMI

Communicate/Collaborate

Educate

Thought Leadership

Download the white paper, Building Sustainable Competence in Resource Management: The Case for Certification.

Read More →

RM Community

Find tools and information to solve problems, improve performance, and stay on the top of your game.

Read More →

Become an RMCP®

Specifically designed for resource managers, RMCP® promotes and supports competency development for resource management (RM) professionals.

Read More →

Certification Classes

RMI offers in person and online certification classes each quarter in 2016. Exams are administered at the conclusion of the certification program.

Read More →

Susan Gerke is the president of Gerke Consulting & Development and "helps people work better, together." Susan has been in business since 1998 following 21 years working for IBM. Susan's focus since 1989 has been in designing, customizing and implementing leadership and teamwork programs meeting the needs of executives, managers, and employees in a wide number of companies and industries

A recognized expert on teaming, Susan is the co-developer of the ground-breaking GO Team learning curriculum. She is the co-author of the following:

Quick Guide to Interaction Styles and Working Remotely

The I in Team…Accelerating Performance of Remote and Co-Located Teams

Quick Guide to Interaction Styles and Time Dynamics

http://www.susangerke.com

What is Virtual?

- ✓ **Different Country**
- ✓ **Different City**
- ✓ **Different Building**

- ✓ **Different Floor**
- ✓ **Work at Home**
- ✓ **Traveler**

The probability of collaboration between two people is 3 times more likely with those who sit next to each other than with those who sit 30 feet away.

When 90 feet apart, collaboration is as likely as if they are miles apart.

Leading Virtually Challenges

- ✓ It's more difficult to build relationships and trust with people who are remote

- ✓ Remote communication is more complex and can result in miscommunication

- ✓ Recognizing and making space for different personalities takes extra focus

- ✓ Keeping team members motivated and connected to the organization isn't always easy

Virtual Team Challenges

- ✓ **It's often easier to work independently than to coordinate working together**

- ✓ Time zone differences can make it difficult to find times to connect

- ✓ Identifying and resolving conflict is more difficult virtually

- ✓ Keeping a team unified and focused on ever changing priorities can be challenging

Critical Elements for Leading Virtual Teams

✓ Clarifying Goals

✓ Clarifying Roles

✓ Agreeing on Processes

✓ Building Relationships

Relationship Tips for Leading Individuals

- ✓ Engage in small talk for a few minutes
- ✓ Use the "Virtual Cup of Coffee"
- ✓ Send personal handwritten notes
- ✓ Use video to make a more personal connection
- ✓ Learn the best way to reach them (cell, email, text, etc.) as well as the best time
- ✓ Schedule a call to talk about how to work together
- ✓ Learn about their cultural differences
- ✓ Disclose something personal

Relationship Tips for Leading Teams

- ✓ Hold regular conference calls

- ✓ Share individual victories, challenges, best practices, etc.

- ✓ Put small groups on special projects together

- ✓ Create Operating Guidelines

- ✓ Learn about each other's personalities and how to make space for their differences

- ✓ Use a common workspace for Decision Making and Problem Solving

- ✓ Take time to talk together about how the team is doing and how it can improve

Always Remember

- ✓ Be deliberate about building relationships and staying connected

- ✓ Acknowledge the virtual challenges and work together to overcome the challenges

Q & A

Next RMCP® Programs

Cincinnati, OH
July 18-20
$1,495 early bird pricing
through June 18, 2017

Next Online Session
Starts Aug 23
$1,495 early bird pricing
through July 23, 2017

Apply today at:
http://resourcemanagementinstitute.com/apply/

Have an idea for the next Power UP session?

Send a note to rmcp@resourcemanagementinstitute.com

We will consider both topics and guest speakers

THANK YOU

Resource Management Institute

855-786-2555 Ext. 509

Info@ResourceManagementInstitute.com