

LEADING REMOTE TEAMS

BOOST YOUR VIRTUAL TEAM
PERFORMANCE

NOMADIC IBP
www.nomadicibp.com

THE VIRTUAL CLASSROOM

At Nomadic IBP, we are experts at virtual classroom training. The virtual classroom sessions are delivered in WebEx Training Center (or the client's preferred platform) in a highly interactive fashion.

This means that participants will practice extensively. At least half of each session is to gain hands-on experience and receive ample feedback from peers and the trainers.

To ensure that each session will be interactive and engaging, the number of participants in each group is limited to 12.

Since 2008, we have created a proven methodology for designing and facilitating virtual sessions that is based on interactivity and engagement

ENGAGING LEARNERS FOR IMPACT



AN OVERVIEW

For many, the virtual classroom is a way to save costs and increase efficiency in learning.

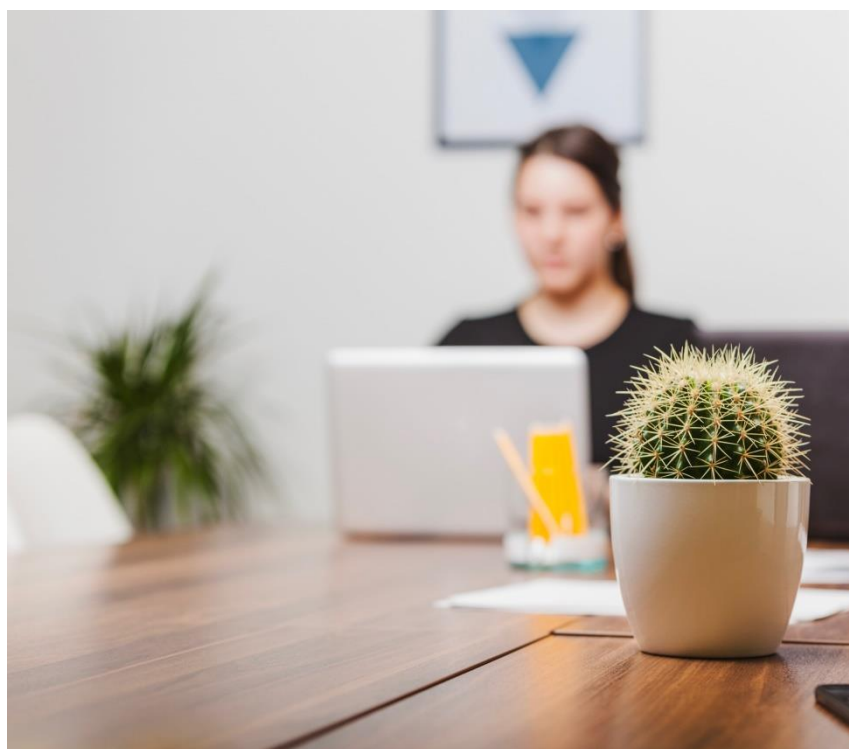
Although that is a clear benefit, we leverage the pedagogical benefits of the virtual classroom and create learning features that are even superior to some aspects of Face to face learning: simultaneous annotation, saving whiteboards and other documents, recording sessions for absent participants, break out rooms, video, private chat and enhanced listening skills.



Building the virtual community is a fundamental leadership challenge and you are equipped to do this.

Tony Russel, former director executive development at L'Oreal

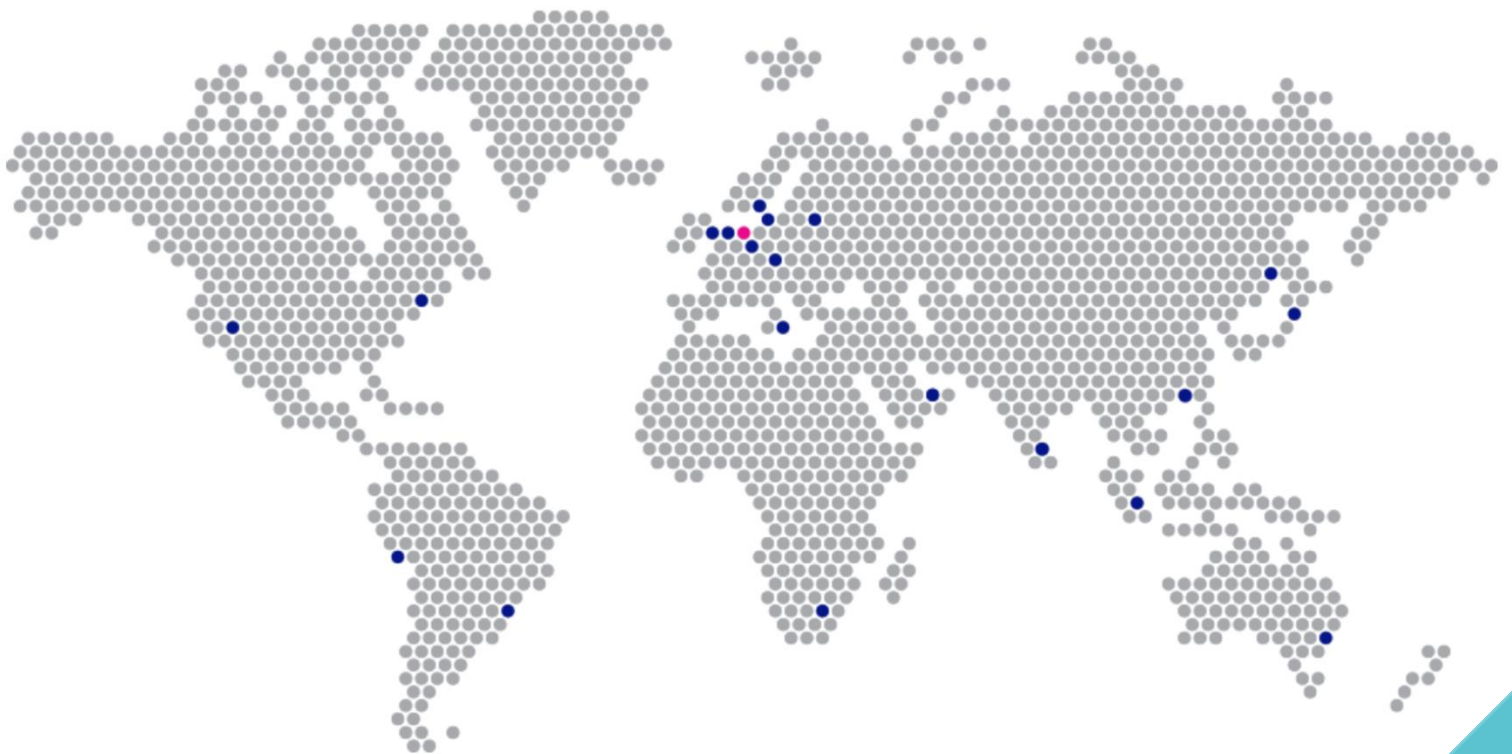
Our service: A Remote Team Simulation



Nomadic IBP's senior consultants are based across Europe, in South East Asia and North America. Nomadic consultants all have vast experience of working with major corporations internationally, across many cultures and working virtually. Through our global network of consultants we can offer our services in over 20 languages.

NOMADIC INTERNATIONAL BUSINESS PSYCHOLOGY

With clients across the globe, we work in many sectors of the economy, such as automotive, executive education, manufacturing, pharma, IT services, food industry as well as not for profit. We help them grow, sustain and transform in a global environment: whatever it takes to embrace their future.



Strong analysis from the coach
combined with suggestions based on
vast experience.

Manager at technical services company

Our service: Executive Coaching

A young woman with long, dark brown hair styled in a braid, wearing black-rimmed glasses and a white t-shirt, is smiling while working on a laptop. She is in an office setting with a blurred background showing shelves and a lamp. The text "LEADING REMOTE TEAMS" is overlaid in white, bold, sans-serif font across the middle of the image.

LEADING REMOTE TEAMS

Leading Remote Teams

Boost your Virtual Team performance

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.

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

Managed well, remote teams can definitely be high-performing, as the quote below from Harvard Business Review summarizes.



How Virtual Teams Can Outperform Traditional Teams

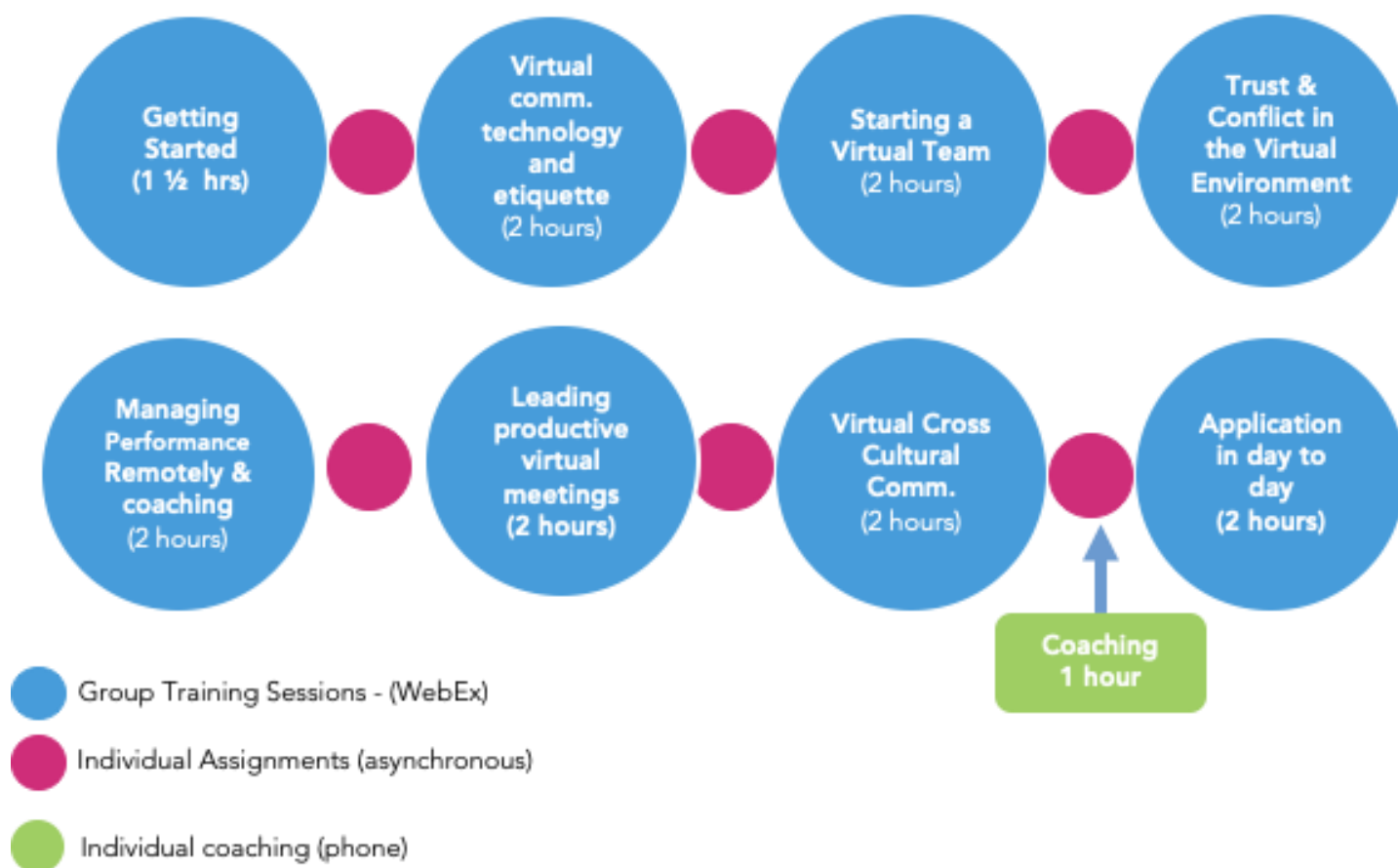


Leading remote teams training programme

Target audience

Team leaders, project managers and others who manage geographically dispersed teams, and need to achieve results over distance.

Programme overview



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 this programme, aimed at supporting participants to integrate what they have learnt into their daily practices.



Leading remote teams training programme

Learning outcomes

- Know the differences between leading a 'classic' team and a virtual team and be aware of their strengths and development areas as a remote leader.
- Know how to build a (new) team through communication technology.
- Be able to lead engaging, lively meetings that yield results.
- Be able to generate improved results from virtual teams.
- Know how to manage performance of remote team members and coach them
- Know how to leverage cultural diversity in a remote context

Organisational impact of this training

- 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.



Leading remote teams

Included in this training programme

- Real time experience of a virtual team, as a member and as its temporary leader.
- State of the art research-based content from senior facilitators who have worked and lived in multiple countries and are themselves members of a virtual global team.
- Opportunity to practice, learn from successes and mistakes in a safe environment.
- A highly interactive virtual classroom (not a webinar environment) with a delivery team of two: a senior facilitator and a technical producer
- A one on one executive coaching session to connect the learning to the participant's own leadership challenges
- Dedicated webpage for each group with all course information.
- Access to recorded sessions up to 1 month after the last session.
- Book 'live connections' for each participant.

Group size: up to **12 participants**.



I think it was a journey and just by being actively involved at every training session, we all improved our virtual communications skills and learned a lot of ways to improve communication in virtual settings. (Operations manager at Danish manufacturing company)



Leading remote teams

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).



Leading Remote Teams

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.



Leading remote teams

Cost savings

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.

* Average costs according to the 2011 Corporate Travel Index

** Costs might differ across different countries

*** Plus 12 x 12 = 144 work hours lost due to travelling

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 ***



Leading Remote Teams **COST**

Total fee	€ 12.950
Fee per person (for group of 12)	€1079
Including	
8 Live online training session of 2.15 hours each in WebEx Training Center	
Delivery team of 1 senior trainer and 1 technical producer, plus SME guest speaker	
Executive coaching (1 on 1 by phone) 1 hr per participant ; one on one and confidential	
Pre programme questionnaire to assess learning needs	
TechCheck – individual connectivity and audio check pre programme	
Dedicated webpage for each group in protected area with logistical information, resources and recorded sessions	
Call in costs via VOIP, international phone connections - (telephone cost may be charged at local rate)	
Standard evaluation process Kirkpatrick level 1 (post –programme measurement) plus report	
Copy of the book ‘Live Connections’ for leading virtual meetings	
Optional	
Intercultural assessment (Intercultural Profiler) Including report and development guide	€85 per person
Evaluation Kirkpatrick level 3 (measurement at pre - and post-programme, plus 3-months later) plus extensive report	€595 per group
Customization of programme to specific needs	On request



NOMADIC IBP CONTACT INFORMATION

Address: Nassaulaan 18, 3818 GM Amersfoort, the Netherlands

Telephone +31 33 462 1932

Email info@nomadicibp.com

Website www.nomadicibp.com

Fredrik Fogelberg - Director

Tel +31 33 462 1932 (Amersfoort, the Netherlands)

Email fogelberg@nomadicibp.com

Linda Voorthuis – Office Manager

Tel + 31 611 106 660

Email voorthuis@nomadicibp.com

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