



Global Virtual
SUCCESS™

LEADING VIRTUAL TEAMS:

Staying Connected,
Engaged and Productive
in Complexity

ODF Community Call

April 15th | 12:00 - 1:00 PM (EDT)

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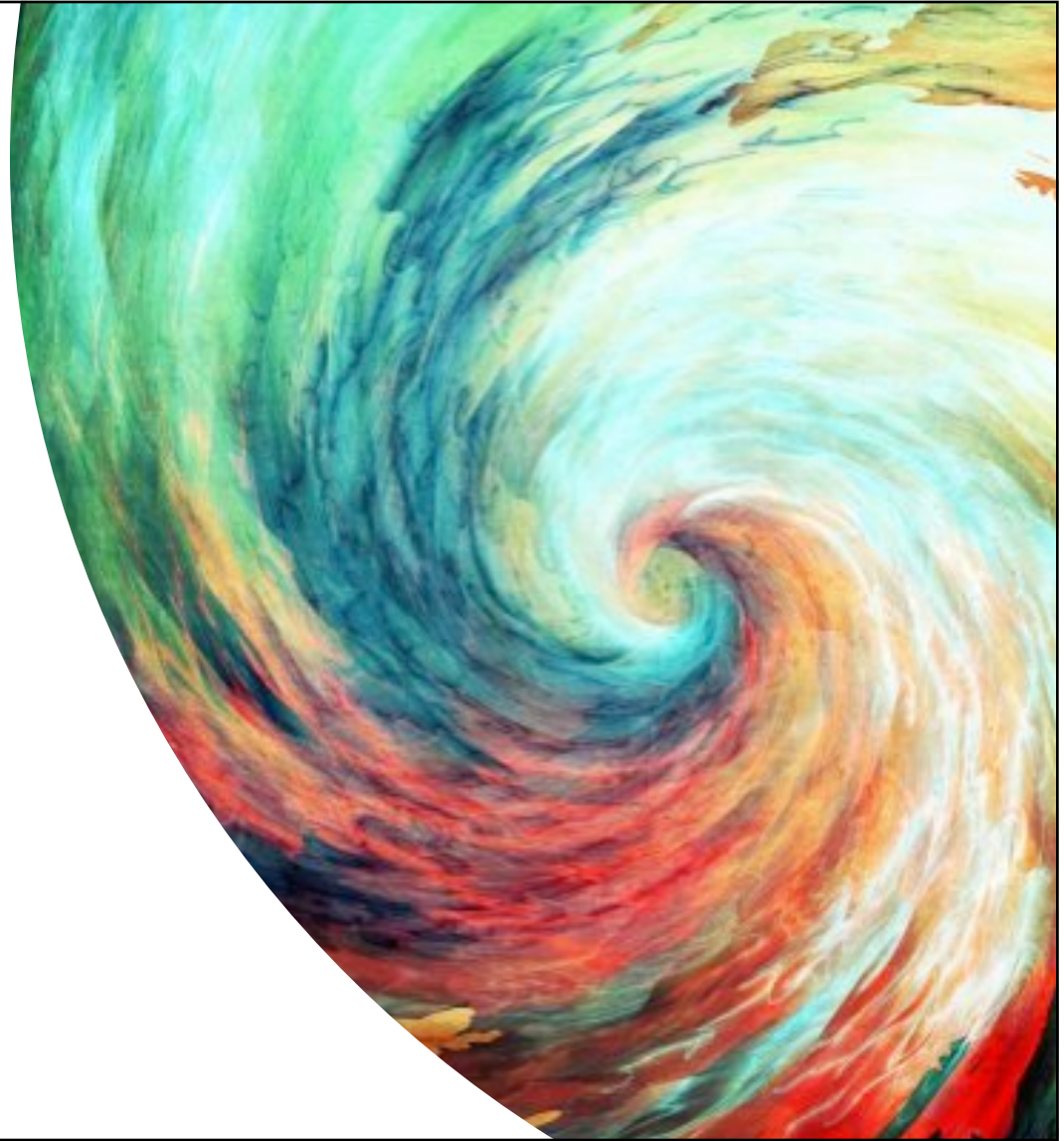
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Welcome

- Your location
- In the past 5 years, what's one **change** you've noticed about virtual teams?

“Remember
when **disruption**
was something
we spoke about
in theory?”

- Claire Genkai Breeze



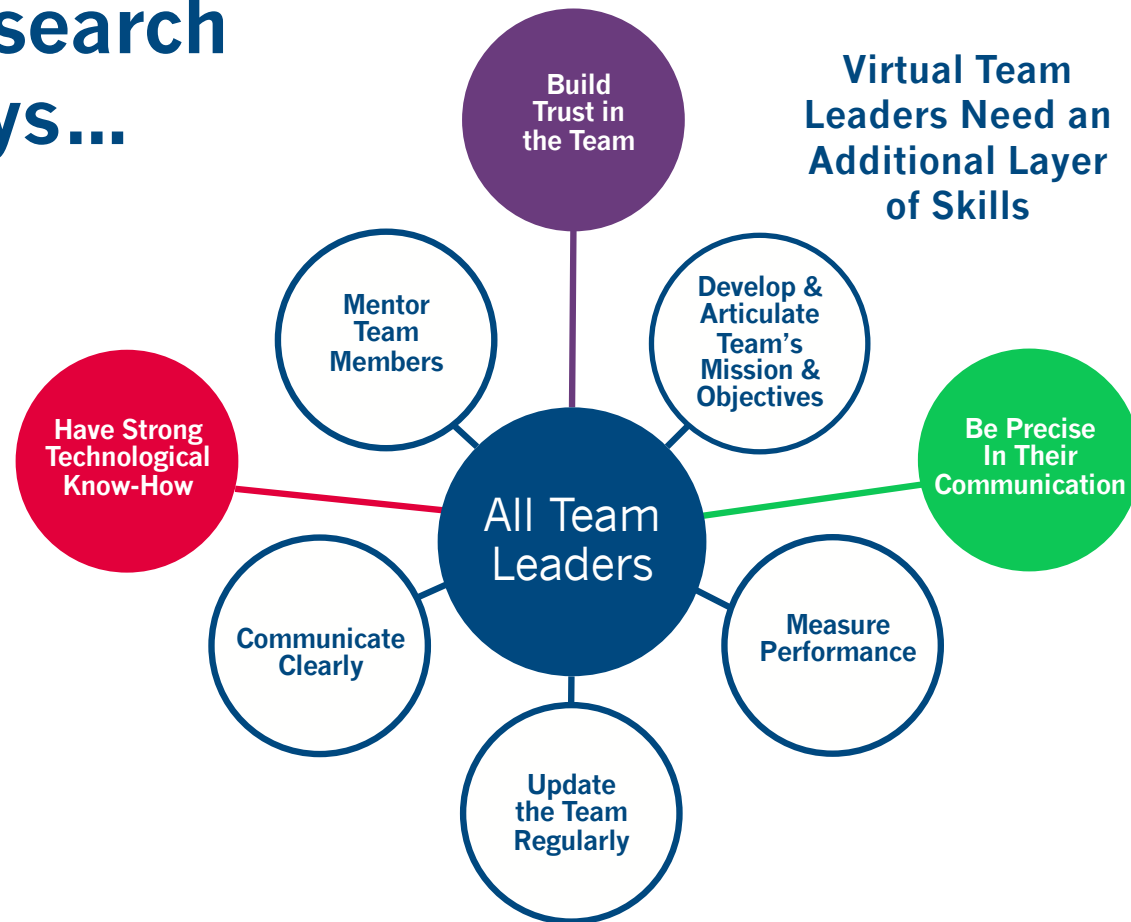
Research Says...

Through compelling challenges and change

Virtual Team Leaders Need an Additional Layer of Skills

About our shifting environments and context

Through tools that foster learning and innovation





business
results

flexibility

productivity

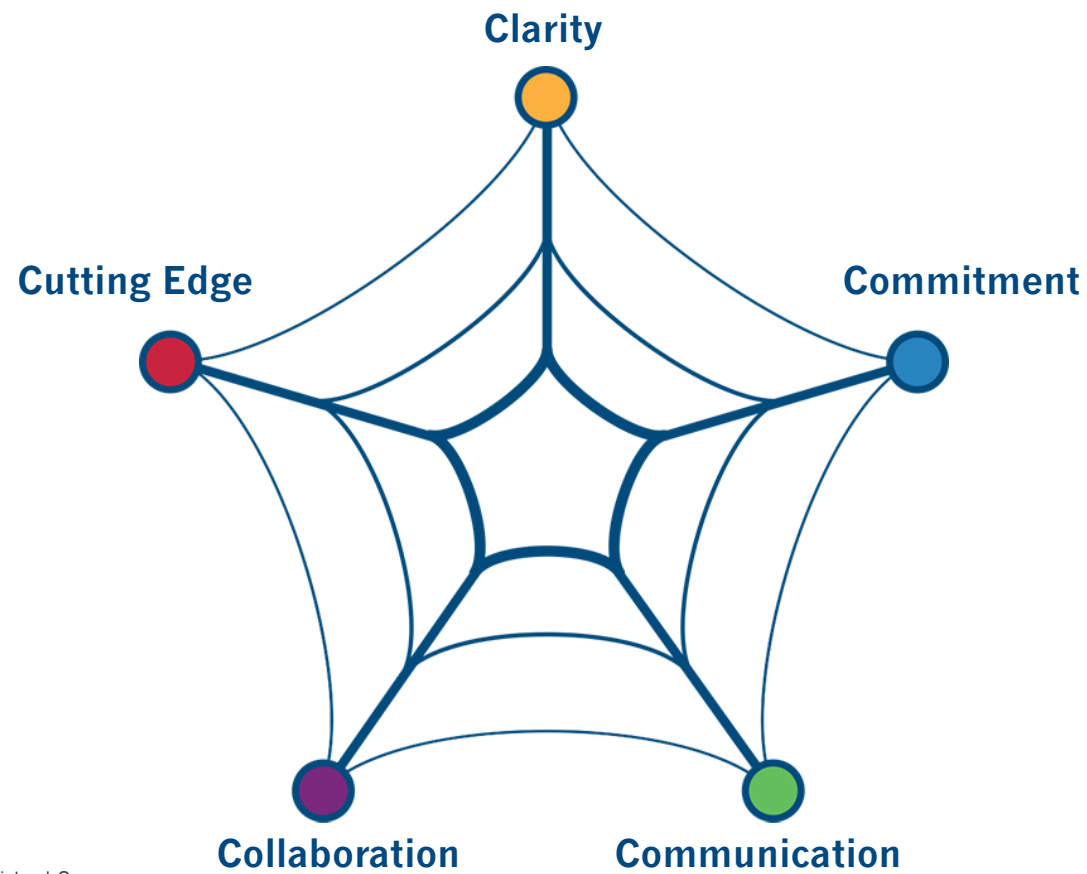
resilience

Extraordinary Teams: Five Indicators

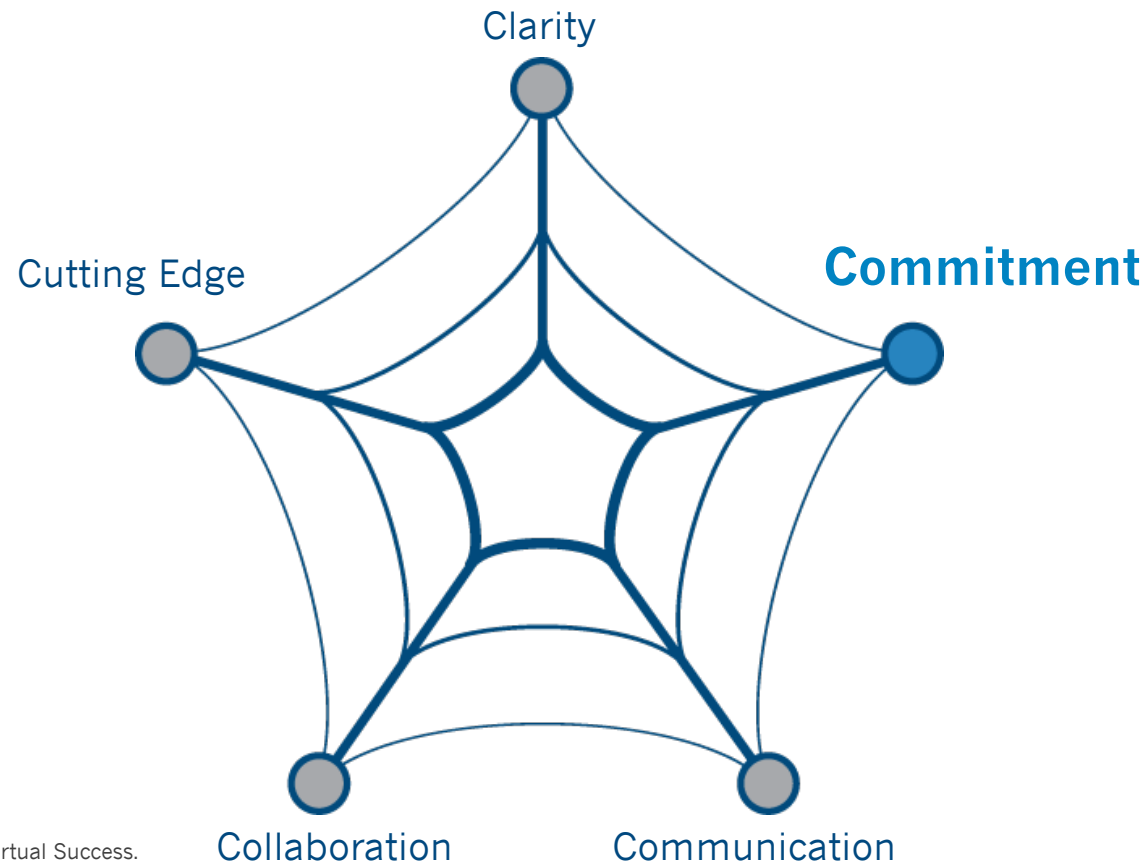


Source: Kathleen D. Ryan, Kevin E. Coray, PhD. And Geoffrey Bellman

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What have you found **helps build trust** on virtual teams?

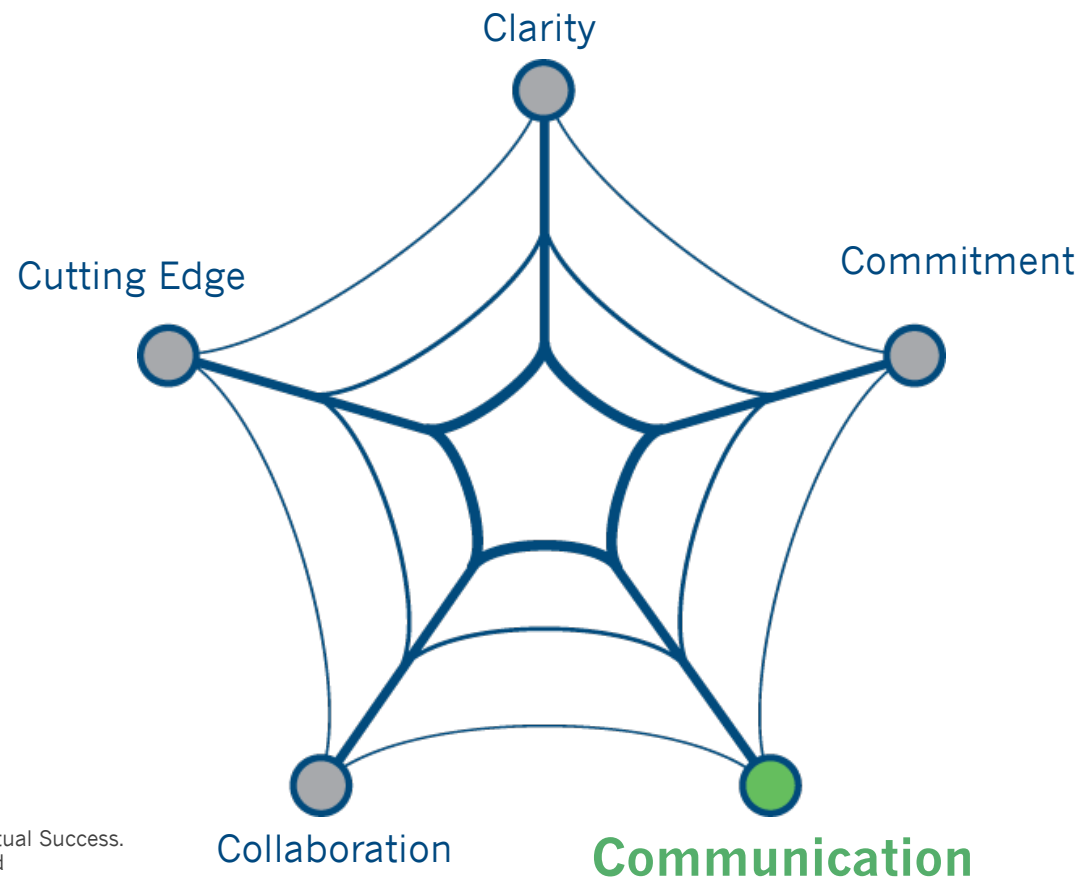
Share a thought in the Chat window.

As we shift into virtual work as a norm, consider how organizations creating the conditions for greater trust.

The Power of Relationships

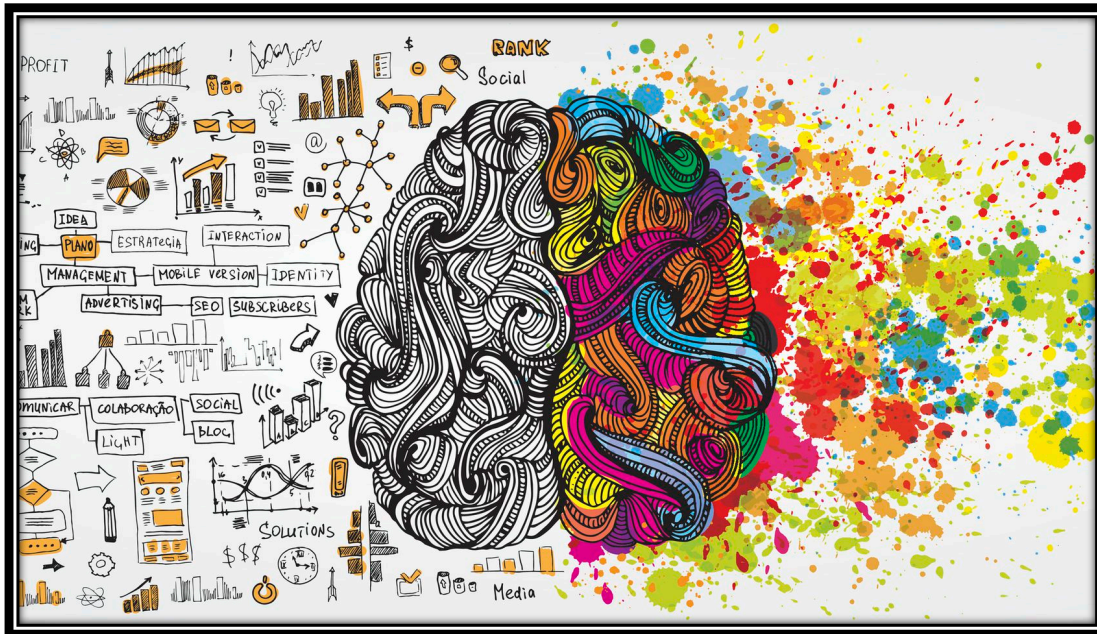


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Neuroscience of Communication



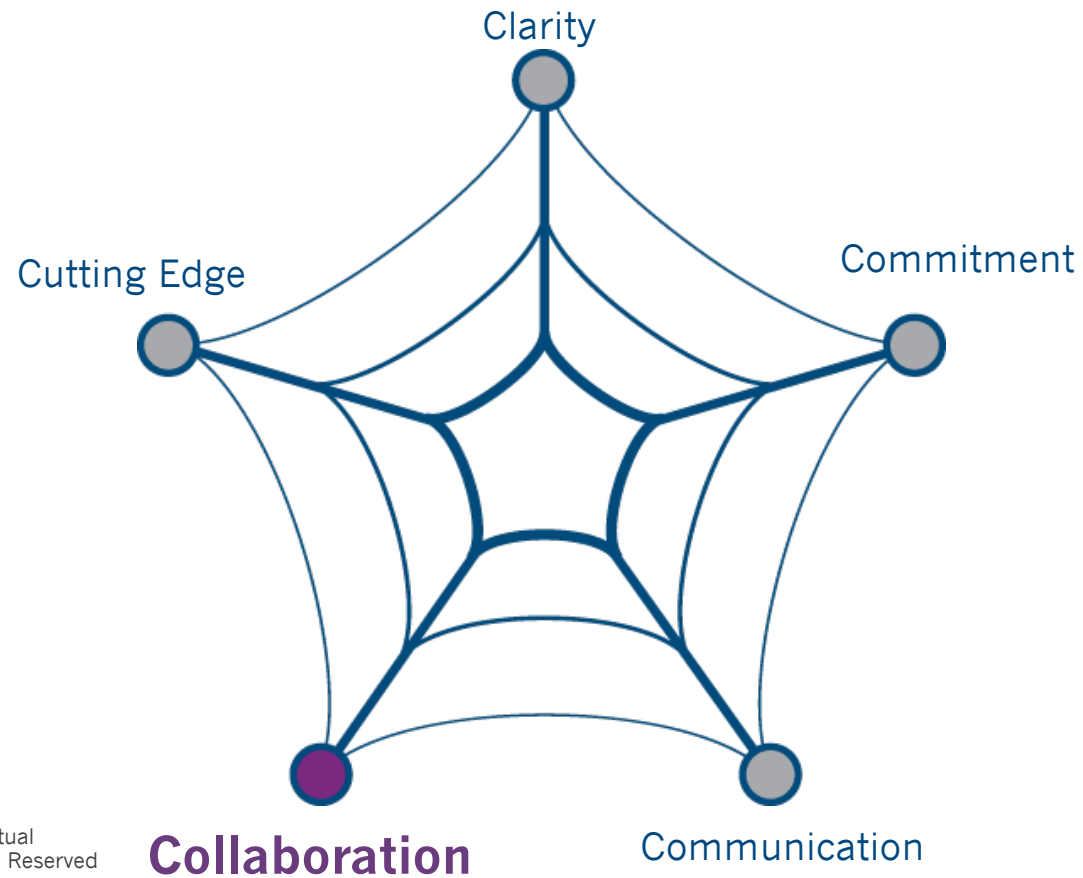
- Emotion increases understanding
- Wired for story
- Sharing what is known
- Familiarity
- Human connection

1) How do we design organizations to make virtual working simpler and easier?

2) What barriers can we help to reduce with our work?

3) What do leaders need to **listen for** now, even more, among team members communicating?

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Virtual Team Collaboration

Leader Practices (HBR)	Consultant Practices (Todd)
Don't conflate brief communications and clear communications.	Check for clarity with good, short questions that draw out mutual understanding.
Don't bombard your team with messages.	Be thoughtful about all messages initiated to clients.
Establish communication norms.	Co-create agreements about how communication will happen throughout the relationship.
See the hidden opportunities in written communications.	Use written communication to acknowledge, appreciate, and follow up. Not to influence.
Create intentional space for celebration.	Create intentional, unexpected moments to celebrate.

Source: HBR: How to Collaborate Effectively If Your Team Is Remote
by Erica Dhawan and Tomas Chamorro-Premuzic



Collaboration: How do you see teams collaborating differently in the next 2-3 years?

Your “One Thing”



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THANK YOU.