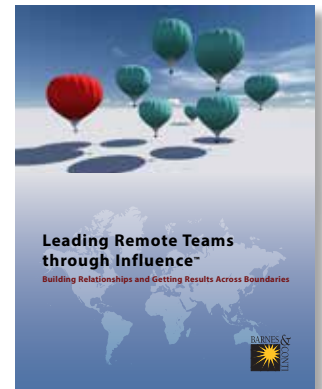# Leading Remote Teams Through Influence™
Building Relationships and Getting Results Across Boundaries

For some time, organizations have been in a state of rapid structural change. Virtual teams often located across the globe, are commonplace. Building and supporting virtual teams of culturally diverse, high-performing individuals presents many new challenges to leaders. Global and virtual teams require the same skills and qualities to be high-performing as do co-located teams. They also require additional or alternative processes and leadership skills to be most effective.

To be successful in today's complex organizations, particularly when working remotely, you need to be skillful and flexible in the way you influence others. Using effective influence skills helps you build the relationships necessary to get positive results with others on your team and those with whom your team interacts, regardless of your positional power. Effective influence moves your ideas into action by stimulating others to support, allow, provide resources for, or participate actively in your initiatives.

Leading Remote Teams Through Influence™ provides you with processes, techniques, and tools to create and maintain trusting, motivated, high-performing teams. You will learn and apply a set of powerful influence skills that will enhance your team leadership and membership capabilities. This program offers team leaders and members the skills to succeed, especially when working across boundaries of time, distance, and culture.

OBJECTIVES AND OUTCOMES

As a participant, you will be able to:

▶ Learn about strategic and tactical models to develop effective influence approaches

▶ Develop skills for improving your leadership effectiveness through influence

▶ Apply a model that describes key factors for high-performing, co-located or virtual teams

▶ Model leader and member skills that result in world-class team performance

▶ Use surveys and assessments to target areas for influence and team skills development

▶ Practice targeted team skills appropriate to co-located or virtual teams

▶ Develop an action plan for applying what you have learned to improve your own and your team's performance.

WHO SHOULD PARTICIPATE?

▶ Leaders and members of teams, whether virtual or co-located, who depend on influence, communication, and collaboration to get their work done.

▶ May be used for team startup; ideal for intact teams.

▶ May be done using web-based medium.

Leading Remote Teams Through Influence™
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COURSE OUTLINE:

▶ Introduction and Definitions

– Introduction and clarification of key concepts regarding teams and teamwork

– Exploration of factors that make a team "world-class"

– Benchmark team exercise

▶ World-class Team Model Introduction

– Review of high-performing teams model including characteristics and skills associated with each element

– Application to benchmark exercise

▶ World-class Team Elements

– In-depth exploration of specific elements

– Skill practice using applicable tools and behaviors

– Content is real work defined by the team or organization

▶ Team Leadership

– Tools, skills, and processes for leading co-located or virtual teams

▶ Virtual Team Leadership

– Special application for leading virtual teams

▶ Special Issues for Global Teams

– Exploration of cultural differences and implications for global teams

▶ Integration Practice

– An experiential exercise that allows participants to experience all the elements of a world-class team performance

▶ Introduction to the Tool Kit

– A review of tools for leading co-located or virtual teams

▶ Applications and Next Steps

– Follow-up steps for developing high performing teams.