

# Leading Virtual Teams: Increasing Virtual Work Effectiveness

Dates	<b>November 1-3, 2016</b>
Meets	<b>Daily, Tuesday-Thursday, 12 noon-3pm EDT Three 3-hour live-online sessions</b>
Fee	<b>\$720 GISC Members: \$670</b>
CE hours	<b>9</b>
Faculty	<b>Donna Dennis, PhD, PCC, and Louise Holmes, GCC</b>
Format	<b>Live-Online</b>



Virtual teams can outperform co-located teams—when leaders rethink the fundamentals of communication, cooperation, and trust-building for the virtual environment. Leading a virtual team is not the same as leading a co-located team; underestimating the differences can have a profound impact on organizational outcomes and on individual stress levels and wellbeing. Knowing how to develop and maintain high-performing virtual teams has become a critical competitive advantage.

In this program, GISC faculty will address and make explicit the often-overlooked keys to leading a high-performing virtual team. Getting there, and avoiding the feelings of isolation and alienation that are all too pervasive among virtual team members, requires a savvy, thoughtful leader who pays equal attention to tasks and relationships, and to both individuals as well as team dynamics.

All tools, assessments and virtual classroom activities incorporate best practices and current research. Participants can expect short lectures, both large group and small group projects or discussions where everyone has the opportunity to speak, as well as opportunities for individual reflection, and assignments to complete between sessions that will result in a completed plan for leading their own high-performing virtual team.

*“It was a gift to watch Louise in the role of facilitator; she made using the technology look so elegant while also taking care of the process and the participants. I am also thankful for the opportunity to work via Adobe Connect. I liked it very much and have decided to learn it and start making courses virtually.”*

Andrea Kun  
Coach and OD Consultant, Navigare Consulting, Ltd.  
Hungary

## Benefits

Participants will develop skills and approaches and create a virtual leadership plan to:

- Apply research-proven approaches for building trust from a distance
- Co-create shared realities and a shared vision
- Ensure that virtual team members feel included
- Manage conflict from a distance
- Build connection and foster collaboration
- Coach and manage performance
- Apply best practices for leading virtual meetings
- Develop presence in the virtual environment
- Match communication technology to focus on both tasks and relationships

## Participants

This program is designed for leaders who work from a distance or for those moving into virtual work, as well as coaches and consultants who support clients working virtually. This program may be brought into your organization as a custom offering. Recent client organizations include Corning and IKEA.

## Live-Online Connection

You will receive instructions and an invitation to join the live-online program prior to the program start date. You need to have or have access to a desktop or laptop computer and a microphone-headset, as well as an internet connection with a reasonable bandwidth. You do not need any special software; the teaching is web-based.



# Registration Form

Name: \_\_\_\_\_ Male:  Female:

Company Name: \_\_\_\_\_ Position: \_\_\_\_\_

Preferred Mailing Address - Work  / Home : \_\_\_\_\_

City/State/Province/Postal Code/Country: \_\_\_\_\_

Work Phone: \_\_\_\_\_ Home Phone: \_\_\_\_\_

Mobile Phone: \_\_\_\_\_ Email: \_\_\_\_\_

Current Profession (please check all that apply):

Coach  Consultant/OD  Psychotherapist  Leader/Executive  Nonprofit  Educator  Other  \_\_\_\_\_

Professional Affiliations/Associations:

ICF (Int'l Coach Federation)  OD Network  APA  Other (please specify)  \_\_\_\_\_

How did you hear about this program? \_\_\_\_\_

If by referral, from whom? \_\_\_\_\_

**Please register me for:**

<b>Program Title</b>	<b>Date</b>	<b>Fee</b>
_____	_____	_____
_____	_____	_____

I am a GISC Member:  I would like to join GISC:  \$125/year

**Total:** \_\_\_\_\_

Invoice my organization:  \_\_\_\_\_

I have enclosed a check or money order payable to GISC (US funds only):

Charge my: Visa  Mastercard  American Express

Name as it appears on card: \_\_\_\_\_

Account Number: \_\_\_\_\_ Expiration Date: \_\_\_\_\_

Signature: \_\_\_\_\_

**Cancellation Policy:** Refunds are available up to 21 days prior to a program, less a \$35 administration fee. When cancellation is made with a notice of 20 days or less, tuition will not be refunded, but may be applied to a future program within the next calendar year.

Mail or fax along with your payment to:  
**GISC, PO Box 515, South Wellfleet, MA 02663-0515, USA**

www.gisc.org p:508.349.7900 f:508.349.7908 e:office@gisc.org