Leading From a Distance
A Customizable Solution from OnPoint

ONPOINT CONSULTING

Learn to apply the methods of high performing virtual teams and their leaders.

Challenge

Leading a virtual team is dramatically different than traditional face-to-face leadership. As geographically dispersed teams become more prevalent, organizations are discovering that: leaders of virtual teams, who manage from a distance, face unique issues and challenges surrounding collaboration, accountability, motivation and building trust.

In a recent study, 32% of virtual team members and 49% of stakeholders reported that their virtual team leaders were not performing at a high level.[1]

Finding that traditional management approaches fall short, organizations are in need of practical tools and guidelines that virtual team leaders can use to enhance their own and their team's effectiveness.

[1]Source: OnPoint's Virtual Team Study

Solution

Leading From a Distance is an engaging and high impact program based on OnPoint's groundbreaking global study which identified the factors that differentiate the most effective virtual leaders and virtual teams.

LEADING FROM A DISTANCE

The centerpiece of the program is the RAMP Model (Relationships, Accountability, Motivation and Purpose and Process) which describes the behaviors and characteristics of the most effective virtual leaders.

Learning Objectives

- Understand the key challenges virtual teams and virtual leaders face.
- Learn the characteristics that differentiate high performing virtual teams.
- Understand your personal leadership style and how it impacts your ability to lead from a distance.
- Apply practical tools and guidelines to enhance virtual leadership.

OnPoint's Approach

Delivery: Face-to-face or in a series of online, instructor-led sessions.

Length: One day or through 60-150 minute facilitator-led web-based sessions.

Customization: Content is typically customized based on pre-work assessments.

Program Topics:

- Understanding Your Effectiveness as Virtual Leader (based on Onpoint's *Leading From a Distance 360* and *Leading From a Distance Business Simulation)*
- The "Virtual Challenge" and the Differentiators of Top Performing Virtual Leaders
- No Trust, No Team: Building Trust in a Virtual Setting
- Managing Accountability Remotely
- High Impact Communication Skills: Creating a "High-Touch" Environment
- Conducting Effective V-Meetings (Virtual Meetings)
- Managing Conflict From a Distance
- Motivating and Influencing in a Virtual Environment
- Remote Coaching For High Performance
- Creating a Sense of Purpose to Align and Engage Virtual Team Members
- Establishing Processes for Making Decisions, Solving Problems and Sharing Information with Virtual Team Members

OnPoint also offers remote coaching where we work individually with leaders after the program to reinforce key learnings and provide additional guidance as they implement their individual development plans.

Who It Is For:
Leaders who manage a geographically dispersed workforce or virtual team

In Organizations That Are:
- Working in virtual teams to achieve organizational objectives
- Launching new virtual teams
- Developing the capabilities of their remote leaders
- Unsure if their virtual teams are successful
- Seeking a solid ROI from virtual collaboration

Related Programs:
Collaborating from a Distance, for members of virtual teams and individual contributors who collaborate remotely.

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PRE-WORK: Assessments

Assessments can be used to provide participants with a profile of their current capability as Virtual Leaders. The information from these assessments can be used to customize the program and make it highly applicable to the organization and participants' needs.

- *Leading From a Distance Simulation* is an online simulation where leaders handle a series of virtual team challenges that are aligned with OnPoint's RAMP Model of virtual leader effectiveness. At the end of the simulation leaders are provided with a feedback report and development guide.
- *Leading From a Distance 360* provides leaders with useful feedback from people with whom they work remotely to help leaders understand their strengths and target performance needs.

OnPoint's Experience in this Area

OnPoint's global research on virtual teams augments our hands-on experience with virtual leadership.

OnPoint's solutions are based on our groundbreaking book, *Virtual Team Success: A Practical Guide for Working and Leading From a Distance*, which provides recommendations for leaders and organizations who would like to maximize the performance of their virtual teams.