

# Collaborating From a Distance

A Customizable Solution from OnPoint



**Avoid the pitfalls of virtual teamwork with practical strategies to improve collaboration, connectivity, and performance.**

## Challenge

**The increasing popularity of virtual teams is no guarantee they are performing effectively.**

OnPoint's recent global study of 935 leaders found that 53% of their organizations used virtual teams and even more employ telecommuting. Yet, 27% of these virtual teams were not fully performing.<sup>1</sup>

Today's complex organizations would benefit from understanding why many virtual teams fail—and learn insights from those that succeed.

OnPoint's global study found that virtual teams that invested time in team development scored significantly higher on key dimensions of team performance and collaboration.

<sup>1</sup>Source: OnPoint's Virtual Team Study

## Solution

**Collaborating From a Distance** provides best practices to enhance the performance of virtual teams, telecommuters and individual contributors who want to master the success factors of working 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 teams.

In addition, interactive exercises and assessments are used to enhance individual and virtual team performance.

## Learning Objectives

- Understand the primary reasons that virtual teams fail.
- Learn the factors that differentiate high performing virtual teams.
- Understand how your style impacts your ability to collaborate and work from a distance.
- Review practical strategies to improve collaboration, connectivity, and performance.

## 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:

- Four Pitfalls of Virtual Collaboration
- Profile of Effectiveness: What Differentiates Top Virtual Teams?
- RAMP Model of High Performing Virtual Teams
- Your Collaborating From a Distance Profile
- Building Relationships and Trust From a Distance
- High Impact Communication in a Virtual Setting
- Influencing and Gaining Commitment Remotely
- Managing Conflict From a Distance
- Skill Practice - Collaborating From a Distance Case Studies: How Would You Handle It?

OnPoint also offers follow up and remote coaching with virtual teams after the program to reinforce key learnings and provide additional guidance as they implement their individual development plans.

## PRE-WORK: Assessments

*The High Performing Virtual Team Assessment* is typically administered as pre-work with intact virtual teams to examine their effectiveness against the RAMP Model. This provides the virtual team with a profile of their strengths and opportunity areas, and can be used to customize the program and make it highly applicable to the organization and team's needs.

### Who It Is For:

Virtual team members, individual contributors, and telecommuters who collaborate virtually.

### In Organizations That Are:

- Using virtual teams to achieve organizational objectives
- Launching new virtual teams
- Developing the capabilities of their remote employees
- Concerned that their virtual teams are not as successful as they need to be
- Seeking a solid ROI from virtual collaboration

### Related Programs:

*Leading from a Distance*, for Leaders who manage a geographically dispersed workforce or virtual team.

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## 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.