

'Leading Remote & Diverse Teams'

- Essential Leadership Skills Webinar from **APEX Institute**.

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Welcome to the APEX Institute Webinar

- 'Leading Remote & Diverse Teams'

This highly interactive webinar is designed to help you apply a practical yet highly effective strategy to improve the individual performance of team members and your team as a whole.

Key objectives:

- Build better relationships across culturally-diverse remote teams
- Apply a strategic 'remote team' framework to improve overall performance
- Create greater collaboration and inclusiveness between team members

A key element of the webinar is exploring the challenges of leading remote and diverse teams and how to overcome these through planning and communication. By spending time thinking about where your team is now and where you want it to be in the future, you will be in a better position to leverage the team's experience to achieve the desired business results.

PRE-WORK & PREPARATION

To aid the learning process and ensure you gain the most from the webinar, please read the following article [pg 3] and answer the following questions:

- What are your experiences of managing a 'remote' and diverse team - and what do you consider are the positives and negatives of them.
- What do you think are the THREE main challenges of leading a diverse team of people remotely?
- What actions could you take to overcome these challenges?

Thank you for your cooperation - we hope you enjoy the webinar!

The importance of Leading 'remote' & diverse teams effectively



The world is facing unprecedented economic challenges amid the ongoing corona virus pandemic. Many employers have begun instituting 'work from home' or flexible hours policies to refine the business strategies of their enterprises. As a result, more and more people are finding themselves working in isolation from their colleagues - and perhaps more importantly, from their managers.

To be fair, this is not a new phenomenon - indeed, the composition of teams in numerous industry sectors has been changing for many years due to the impacts of globalisation in the business world. So that nowadays, it is almost unheard of for companies to have 'localised' teams. In addition, teams have become much more diverse and are located in countless countries, with very different time-zones, nationalities, cultures and languages.

The outbreak of the corona virus has greatly accelerated the need for people of diverse nationalities and cultures to work 'remotely' and yet still function effectively both individually, and as part of a team. This development has brought with it new and greater challenges for managers. Due to the current situation, it also seems very likely that this approach is here to stay - and will become the 'new normal' once the effects of the pandemic have receded.

- ◆ According to research 90% of the problems in managing a remote team in different time zones are people-related.
- ◆ The remaining 10% of problems will be technology issues.
- ◆ To manage remote teams more effectively dictates that you start with people issues first before handling technology bottlenecks.

'Virtual' teams are no different to normal teams!

It may come as a bit of a surprise, but distance doesn't change the fundamental structure and operation of a team. A global virtual team is [still] first and foremost a team — just because yours is distributed across one or many countries, and is comprised of a much more diverse group of people doesn't mean you should discard existing practices about how the most effective teams operate.

However, you do need to equip yourself with a good model of team effectiveness and use it to assess and improve team dynamics and processes. A clear and decisive model provides structure and will help you organize your efforts as you tackle management of a 'virtual' team. This is especially important for those managers who are [perhaps] dealing with the added complexities of distance as well as managing a virtual team for the very first time.