

Leading Hybrid Teams

Have you been catapulted into leading your team virtually, for example because of the pandemic?

Your team members work sometimes from home, sometimes from the office and/or some of them work only from home, others only from the office. Your first thought was: What's the problem? It works! We have MS Teams! However, you now realize that having the technology is necessary, but not sufficient.

You have the following questions:

- How will I maintain the team spirit?
- How can I keep my team motivated and committed?
- How will I onboard new people well?
- How can I manage the performance of my people if I seldom see them?
- How can we best deal with conflict in a hybrid team?
- How can I coach them and take care of their wellbeing remotely?
- How can I maintain and even strengthen a strong sense of the culture if people are not together in the office any longer?

This training with your whole team will provide you with tools, new skills and competences to address these questions (and many more!) successfully.

Our Approach

Highly tailored to the team's needs

Individual interviews to determine the current reality of the team as a whole and of each individual within the team. These help to identify the current challenges and expectations - followed by a 1.5 hour briefing session for all team members.



The content is informed by the outcomes from the interviews and aspects agreed with the team and the team leader. The workshop is a blend of practical exercises, short specific input work on concrete team tasks and in-depth reflection about the team dynamics.

The trainer joins one of the team's virtual meetings to observe how learning and decisions taken during the workshop are being implemented. Feedback and coaching are then provided.

Get Started Today!

E-mail ghislaine.caulat@black-gazelle.com with any questions you might have.

BENEFITS TO YOU:

- Concrete new ways of working are agreed during the workshop for immediate implementation in the team
- Team dynamics are brought to light and actively reconfigured for stronger relationships independently of the need to meet face-to-face
- Team productivity is increased on a short-term basis
- Team spirit is significantly improved
- Training is conveniently accessible from the privacy of your home or office or while travelling



About Your Facilitator

Dr Ghislaine Caulat has been researching and specializing in Virtual Leadership and Virtual Collaboration since 2003.

Together with her team she has worked with 29 global organizations and trained over 2,900 of their leaders in the field of virtual leadership. She has been working with leaders of hybrid teams since 2015, well before the pandemic, and gained significant expertise and experience in that specific area. She has also published a book "Virtual Leadership – Learning to lead differently".

For more information, visit:
www.black-gazelle.com



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