

# ONLINE WORKSHOP: ADVANCED SKILLS FOR LEADING REMOTE TEAMS

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## Synnecta (SNNCT)

### Description:

Since 1999, SYNNECTA has employed experienced consultants and counsellors from disciplines such as philosophy, economics, sociology, psychology, sport sciences, natural sciences and ethnology to work together in an interdisciplinary fashion. We are equipped with versatile theoretical backgrounds and certified qualifications from systemic consultancy, cross-cultural learning, supervision and coaching, such as transactional analysis, person-centred approaches and the anti-bias-approach.

### Stakeholder(s):

**Katrijn van Oudheusden :**  
*Mindset Expert | Organization Development Consultant | Coach*

**Virtual Team Leaders**

### Vision

Informative, inspirational online meetings

### Mission

To advance skills for leading remote teams

### Values

**Solutions:** SOLUTIONS-FOCUS -- AS HUMAN BEINGS, WE ARE BIASED TOWARDS SEEING PROBLEMS AND NOTICING LACK. FOCUSING ON SOLUTIONS AND RESOURCES COUNTERS THESE TENDENCIES THAT CAN DISRUPT A VIRTUAL TEAM. LEARN VALUABLE SOLUTION-FOCUS TEAM COACHING SKILLS.

**Relationships:** ONBOARD & OFFBOARD SKILLFULLY -- FLUCTUATIONS IN ANY TEAM ARE OFTEN MISMANAGED. IN REMOTE TEAMS THIS PROCESS REQUIRES EXTREME CARE TO SUCCEED. RELATIONSHIP-BUILDING AND STORYBRANDING THE TEAM ARE KEY SKILLS HERE.

**Information:** MAGIC VIRTUAL MEETINGS -- FOR MOST TEAMS, ONLINE VIDEO MEETINGS ARE A KEY TOOL AND NO LONGER A MYSTERY. BUT ARE THEY MOTIVATING? DO THEY INFORM AND INSPIRE? LEARN TOP TIPS FROM VIRTUAL FACILITATION THAT ARE EASY TO APPLY AND THAT PRODUCE REAL MAGIC.

### Inspiration

### Motivation

**Self-Reflection:** EXTRAS -- THIS WORKSHOP INCLUDES VARIOUS SELF-REFLECTION TOOLS AND EXERCISES TO APPLY IN DAILY LIFE BEYOND THE WORKSHOP... TO ENSURE YOU CONTINUE TO DEVELOP AS A VIRTUAL TEAM LEADER.

## 1. Purposes

### *GUARD TEAM PURPOSE*

A SHARED PURPOSE IS THE GLUE OF A REMOTE TEAM. IGNORE THIS AND THE TEAM WILL SLOWLY DRIFT APART.

#### 1.1. Storytelling

*LEARN A COMPELLING STORYTELLING TEMPLATE*

AVOID A FRUSTRATING DRAFT-YOURPURPOSE SESSION BY LEARNING A COMPELLING STORYTELLING TEMPLATE.

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## 2. Psychological Safety

### *ENHANCE PSYCHOLOGICAL SAFETY*

THE KEY TO PSYCHOLOGICAL SAFETY IS FOSTERING THE ALLOWANCE TO BE VULNERABLE AND MAKE MISTAKES.

#### 2.1. Vulnerability

*OPEN UP SPACE FOR VULNERABILITY*

LEARN EXERCISES THAT GENTLY OPEN UP SPACE FOR VULNERABILITY.

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### 3. Trust

#### *MONITOR TRUST*

TRUST DOESN'T JUST APPEAR. IT MUST BE ACTIVELY MONITORED AND DEVELOPED IN THE TEAM. LEARN A MODEL THAT TAKES THE MYSTERY OUT OF TRUST-BUILDING. HINT: IT INVOLVES CHANGING PERSPECTIVES AND FINDING COMMON GROUND.

#### **3.1.** Perspectives

*CHANGE PERSPECTIVES*

#### **3.2.** Common Ground

*FIND COMMON GROUND*

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## 4. Conflict

### *DEAL WITH CONFLICT*

IGNORE ANY BUDDING CONFLICT AND THE TEAM WILL START TO UNDER-PERFORM FASTER THAN YOU CAN BLINK. TOOL: A SIMPLE VIRTUAL MEDIATION METHOD THAT DOESN'T REQUIRE A DEGREE IN PSYCHOLOGY.

#### 4.1. Mediation

*APPY A VIRTUAL MEDIATION METHOD*

### Administrative Information

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