

Great leaders facilitate connection among their people, regardless of where they work



LEADING VIRTUALLY™

How to Lead People You Rarely See

Globalization, technology, work–life balance, and outsourcing have all created a workplace where leaders rarely see the individuals they lead and often struggle to use the skills of a situational leader (diagnosing, flexibility, and partnering for performance) without face-to-face contact. With so many leaders managing team members who are working in different time zones or even just in various locations in the same city, there is an ever-increasing need for people who don't see each other frequently to figure out how to work better together.

The Leading Virtually™ program recognizes there are lots of challenges to being a great virtual manager. The good news is that leaders can overcome these challenges.

Leading Virtually focuses on helping participants make the shift from

- Working face-to-face to leading through phone calls and email
- Monitoring activity to monitoring output
- Open-door policy to instant messaging and 24/7 email contact

LEARNING OUTCOMES

Increased virtual leadership effectiveness by

- Sharing insights into the challenges of virtual leadership
- Reinforcing the critical SLII® skills of diagnosing, flexibility, and partnering for performance, and their use in a virtual environment
- Creating an action plan to incorporate new skills back on the job

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WHO SHOULD ATTEND?

Leaders who need to be effective at leading people who work in remote locations

PROGRAM FORMAT

In Leading Virtually, participants learn the three disciplines of effective virtual leaders.

Discipline I: Focus Attentiveness

Attentiveness means knowing the goals, motivations, needs, and experiences of team members, and recognizing when changes occur. Since working effectively in a virtual environment requires high levels of independence, leaders must consistently communicate their desire to connect with the personalities and experiences of those with whom they work.

Discipline II: Foster Community

Most of us are unaware of how much we connect to an organization and a team by being onsite. We pick up cultural clues and norms by observing behavior, dress, language, and communication patterns. Effective virtual leaders work diligently to connect team members to the larger organization by actively facilitating collaboration, creating the team culture, and helping virtual workers unite to build community spirit.

Discipline III: Accelerate Development

It is too easy to lose track of the development needs of people who work virtually. Virtual leaders need to stay focused on team members' career and personal goals and find ways for them to develop. This increases satisfaction, builds loyalty, and creates a more valuable employee.

The program was developed to take advantage of the latest in multimedia technology. It uses experiential learning methodologies and a variety of optimal learning techniques. The training design alternates between presentation of research-based learnings, interactive activities, and at-home application by focusing on specific tools, disciplines, and practices required for effective virtual leadership. The sessions are active and engaging with a variety of chats, polls, and large- and small-group discussions. It includes three 90-minute WebEx sessions with fieldwork and is designed to be presented in one day with 60 minutes between sessions.

Contact Your Blanchard Channel partner Chris Belmont or Call 702.674.9150 to Get Started

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