Do your leaders have the skills they need to lead virtual teams?

rbl | The **RBL** Group

Leading Virtual Teams

Four modules to drive high-performance virtual teams

Build leaders who effectively lead remote and on-site teams. Our highly interactive virtual instructor-led development modules build key leadership skills to deliver promised customer and employee experiences.

The RBL Results-Based Team Development considers the accelerated shift to remote and virtual work teams most companies have made in the wake of COVID-19. Most organizations are downsizing and reinventing, placing additional demands on leaders and employees. Leaders, many of whom struggled to engage teams and deliver results prior to the shift, need new and sharper skills to effectively engage teams.

MODULE 1 | Purpose

Align with customer needs and expectations by:

- Establishing common purpose that is clear, challenging, consequential, and collective.
- Building teams that think and act from a customer-centric mindset.
- Clearly defining and measuring what success looks like for the team.

Participants will:

- Review elements of a common purpose and draft a purpose for and what success looks like for their team.
- Explore what's important to your customers and identify how their team can improve the customer experience.
- Be able to better identify which situations call for a team and which situations are better addressed with a more informal group.

MODULE 2 | Governance

Achieve goals faster by:

- Establishing clear technical and behavioral roles and routines.
- Defining and demanding accountability.
- Establishing clear decision rights.
- Effectively managing virtual teams / meetings.

Participants will:

- Review roles and routines needed of high-performing teams and identify gaps.
- Learn the elements of accountability and how to use them to more effectively create accountability for results.
- Employ a successful decision protocol to speed up and improve decision-making on their team.
- Identify strategies and actions to improve in-person and virtual meetings in team settings.

MODULE 3 | Relationships

Build connections that facilitate outcomes by:

- Having better conversations
- Establishing trust
- Converting conflict into synergy

Participants will:

- Become more aware of existing barriers to listening and practice to improve personal listening skills.
- Understand how to apply the elements of building trust to improve relationships.
- Explore practical conflict management strategies.

MODULE 4 | Learning

Accelerate agile individual and organizational growth by:

- Improving the impact of peer coaching.
- Modeling a growth mindset in the team setting.
- Reviewing progress and addressing gaps in team performance.

Participants will:

- Learn and practice a simple coaching methodology that can be applied in a variety of scenarios.
- Understand how to shift from a fixed to a growth mindset.
- Improve ways to improve how their team is measuring results and closing performance gaps.

What Can Participants Expect?

All of RBL's development programs are dynamic programs based on globally recognized research. Every program combines classroom learning with practical application so participants can put theory into practice in ways that drive immediate results and payoff for your organization. Whether you are looking for a quick hit for your entire organization or a robust, year-long program for senior-leaders, we customize our content and shape it fit your unique needs and budget.

Can the Modules be Delivered Virtually?

RBL's Results-Based Team development programs can be delivered either virtually or in-person in single- or multi-day session format.

Who Should Attend?

The program is designed for Intact teams or individuals willing to maximize their impact in team settings.

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