



Teaming in the Virtual World

Path to Success	Now that virtual work has become the new normal for organizations, there is a need to refine how we communicate and interact using digital media. Virtual work requires new approaches to establishing trust, collaborating, recognizing and managing conflict, making decisions, being open and honest about failures and successes, and providing feedback. Team members also need to learn how to show empathy and connect on a personal level using an impersonal media .
Evidence	Scientific evidence shows that virtual teams deal with more challenges than face-to-face teams. This is because they must rely on electronic communication, have less things in common, and potentially less overlap of working hours. The more virtual teams communicate through electronic media , the less effective they are. This is because team members share less information with each other, have a harder time interpreting and understanding the information they receive, and get delayed feedback. Further, electronic media makes it harder to spot non-verbal cues, such as tone of voice, warmth, and attentiveness. All of this adds to the difficulty of sending and receiving clear messages.
Make It Happen	Our unique virtual 7-week peer learning program will help your teams develop new skills and behaviors and mitigate the negative effects of virtual co-working and collaborating. Using a structured dialogue approach in hour-long sessions, team members will develop a more trusting relationship with their peers, learn key skills critical for virtual team collaboration, and create operating guidelines for their virtual interactions.
Results	Your teams will feel safe, trustful and able to operate in a more productive, constructive, comfortable and collaborative manner, with better performance and bottom-line results.
Cost	\$350 per each peer learning group. This includes: participant learning materials for the 7 sessions, post-program microlearning tips, group forum discussion topics and assessment tools, plus support for the successful implementation of the program in your organization.
Contact Us	Schedule a mutually convenient conversation: https://calendly.com/peerlearninginstitute/discoverycall

What are the session topics?

Each week, participants will have an opportunity to review and discuss the most important skills to help them prepare for working in the virtual environment.

Week 1: Getting Ready to Work in a Virtual Team

Week 2: Getting to Know Each Other

Week 3: Virtually Collaborating on Tasks

Week 4: Dealing with Disagreement and Conflict

Week 5: Making Fair and Inclusive Decisions

Week 6: Sharing and Learning from Mistakes

Week 7: Improving Virtual Communication

Each session has the following structure:

- Check-in question – an opportunity for group members to take a moment to tune in to the topic of the session’s discussion, based on the proposed question for reflection.
- Video explanation of the session activities – a short video that presents the agenda and a rationale for the session.
- Individual activity – a short question guided activity to help each member of the group prepare for a group discussion of the main topic of the session.
- Group activity – a group discussion that focuses on the key issue that requires contributions from each member of the group.
- Reflections and sharing – a round of individual reflections based on the group discussion.
- Creation of an action plan – a statement of a commitment from each group member to implement a specific action related to the issues discussed during the session.