Virtual team management : an opportunity to grow for all

Céline Durnez, Dec 2015

Dear colleague,

This guide is based on my personal experience of "remote" team member, project manager, program manager and then manager having the challenge to deliver strategic programs and projects with people located in different locations and countries. This was completed by best practices in that field.

I must admit that a remote position is not ideal to manage a co-located team, and travelling 150 days per year is not ideal to manage a 4 kids family !

But I recognize that this situation pushed me to step by step, feedback by feedback, to implement with others "special ways to manage" to engage ourselves in a collective adventure.

I am sure now that this contributed a lot to our successes, to our mutual development and team spirit.

I hope that my journey can help any employee and/or (project) manager to believe that everything is possible

- if you have ambition without being ambitious for yourself,
- if you **trust people** till the point that you are happy to see the team works efficiently without you anymore as a manager !

Celine.

According to Gallup statistics, only 13% feel engaged



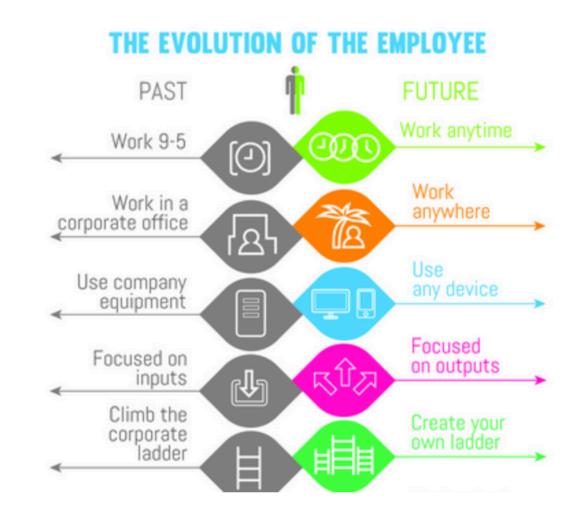
- So, not sure that "traditional static power based management" should be a reference for virtual team management ...
- Complex situations* are an opportunity to reconsider ways to manage and engage people, or simply work together as a team
- "Disadvantageous or even vulnerable situations" + high challenges are great factors to create "organic dynamics" beyond formal roles

^{*} different locations, time zones, cultures



Globalization and technology bring a revolution in ways to achieve performance





Source : post on linkedin ...



Move from Management to Leadership

SWITCH !	
Manager	Leader
Controls	Engenders commitment, desires to achieve, inspiration
ls a copy	Is an original
Organises	Aligns
Administers	Innovates
Tasks orientated	Goals oriented





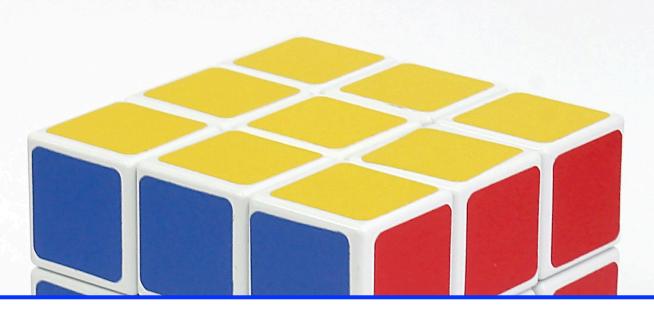
1# ESTABLISH AND MAINTAIN INDIVIDUAL HUMAN RELATIONSHIP



2# PLAN AT MAXIMUM SCHEDULABLE ITEMS

3# WORK ON RECIPROCAL TRUST





5# IMPLEMENT A TEAM CHARTA



6# ORGANIZE FUN TEAM EVENTS

It is very important that the team can enjoy together : "Sweeting together" creates new links;

Best ideas are brought by the team











7# CATCH CHALLENGES AS OPPORTUNITIES TO IMPROVE FURTHER



8# THANK PEOPLE SINCERELY



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