

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



THE EVOLUTION OF THE EMPLOYEE



Source : post on linkedin ...



Move from Management to Leadership



SWITCH !

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



A high-contrast, black and white image showing the silhouettes of a man and a woman standing on a sidewalk, facing each other and talking. The man is on the left, gesturing with his hands. The woman is on the right, pointing her finger. The sidewalk is made of large rectangular tiles, and the background is a plain, light-colored wall.

1# ESTABLISH AND MAINTAIN INDIVIDUAL HUMAN RELATIONSHIP



2# PLAN AT MAXIMUM SCHEDULABLE ITEMS

A low-angle shot looking up at three people on a high-altitude rope course. The person at the top is in a crouched position, wearing a black long-sleeved shirt and dark pants, with a red bag hanging from a rope. Below them, two other people are suspended horizontally. The person on the left is shirtless and wearing a black cap, with their arms outstretched. The person on the right is wearing a black t-shirt and grey shorts, also with arms outstretched. They are all connected to a network of ropes and pulleys against a bright blue sky with scattered white clouds.

3# WORK ON RECIPROCAL TRUST

The background of the slide features a blue gradient with a pattern of white gears of various sizes in the upper half. Silhouettes of business professionals in various poses (standing, sitting, talking, presenting) are scattered across the middle and lower sections. The floor is marked with a grid of white lines. A white rectangular box with a blue border is centered in the middle of the slide, containing the text.

4# PROACTIVELY ENCOURAGE INDIVIDUAL INITIATIVE AND TEAM WORK

A 3x3x3 Rubik's cube is shown, partially solved. The top face is entirely yellow. The front-left face is entirely blue. The front-right face is entirely red. The middle and back faces show a mix of colors, indicating the cube is in progress.

5# IMPLEMENT A TEAM CHARTA

A group of approximately 15 young children, likely of Southeast Asian descent, are gathered closely together. They are all wearing white short-sleeved button-down shirts with a small red and blue logo on the left chest, and dark blue shorts or skirts. The children are smiling broadly and waving their hands towards the camera. Some are making peace signs. The background is slightly out of focus, showing a light-colored wall and a paved area.

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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