Leading Hybrid Work Teams

Course outline

Provided by: Performance Management Consultants – PMC Training

Reference no.	287-16
Duration	0.50 day(s)	3:00 hours [1]
Website link	https://pmctraining.com/training/leading-hybrid-work-teams/

How to Create High Performing Hybrid Teams

Managers' report they would rather lead an all-remote team or an all in-person team. Organization, alignment, team building, decision making, information sharing, collaboration and more are just more difficult in a hybrid world. But it doesn't have to be that way! This course will give you the tools you need to successfully lead in a hybrid world.

Learning outcomes

At the end of this workshop, you will be able to:

- Build high performing hybrid teams
- Create trust
- Enable quality decision making
- Foster accountability
- Align strengths, time and resources
- Enhance agility
- Advance commitment
- Align success criteria
- Facilitate collaboration and implementation

Workshop topics

Trust Building

- Onboarding – in a matrix, project world, team members are shifting frequently, learn how to integrate new members quickly and effectively
- Diversity – create strength from the diversity of your team and how they work

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[1] *The course hours reflect teaching time that often correlate with continuing education credits (CEC) or professional development units (PDU). Please check with your profession's governing body, as there is no universal approach.*

- Assumptions – learn to minimize gossip, confusion and conflict that comes from separation of physical space

Collaboration
- Technology – learn to activate technology that advances your teams' ability to connect, meet dependencies and reduce isolation
- Strengths – share knowledge, skill, experience and attitude strengths to maximize team performance
- Availability – create schedules and protocols that service team responsiveness

Decision Making
- Delegation – foster agency and accountability to create independence
- Input – gather information from team members to advance speed, quality of and commitment to leadership decisions
- Implementation – enable feedback loops for time and resources that foster agility and prioritization

Transparency
- Updates – utilize technology and structures that keep people in the loop
- Feedback – help team members to advance psychological safety through regular supportive and constructive feedback from multiple sources
- People – connect team members to human resources within and outside the organization that create opportunities for networking, support and knowledge sharing

Alignment
- Success Criteria – establish mutually agreed success criteria for inputs and outputs
- Challenges – share real time challenges and cross functional solutions
- Strategy – build agility into planning activities

Prerequisites

There are no prerequisites for this course.

Who should attend this course?

Anyone who leads hybrid work teams.