



OVERVIEW: THE REALITY AND CHALLENGES OF VIRTUAL TEAMS

Technological advances have made it possible, in fact necessary, for organizations to rethink how best to structure the work environment to meet the many challenges inherent in achieving business success. Today, the Virtual Team (VT) is an increasingly common alternative to the traditional work group.

While VT's offer many advantages, the lack of face-to-face interaction creates its own set of issues. Perhaps the most critical one is the difficulty in maintaining clear, concise communication among VT members. Connection is the lifeblood of organizations, and without a 'human connection' to facilitate communication, VT's cannot achieve optimum performance.

WHY TEAM SETUP?

AIM Strategies® has developed the Team Setup Questionnaire and Feedback Report to help your team avoid misunderstandings at the onset by making sure team members are aware of each other's perspectives, preferences and strengths. This report will reinforce team member commitment and will help you define critical areas for success as you move through the team forming stage.

WHEN TO ENGAGE IN TEAM SETUP?

- When a new team is formed
- When the team composition undergoes a major change, for example, when new members join an existing team or when team objectives change

OUR METHOD AND THE BENEFITS TO YOU

1. The Questionnaire

Features	Advantages	Benefits
<ul style="list-style-type: none"> • Low cost, accessible online, 24/7 	<ul style="list-style-type: none"> • No waiting; easy to implement 	<ul style="list-style-type: none"> • Quick turnaround on actionable insights
<ul style="list-style-type: none"> • Collects individual views of how the team should work together 	<ul style="list-style-type: none"> • Focuses on critical areas: communication, trust, managing conflict and getting deliverables out the door 	<ul style="list-style-type: none"> • Gain team agreement on strategies that will work and not just on the technology-related aspect communication
<ul style="list-style-type: none"> • Collects responses and reports an aggregate score for the team's future strengths in relation to the seven critical Leadership Dimensions™ 	<ul style="list-style-type: none"> • Knowledge about the specific strengths and development areas of your team 	<ul style="list-style-type: none"> • Have a plan to ensure successful team performance

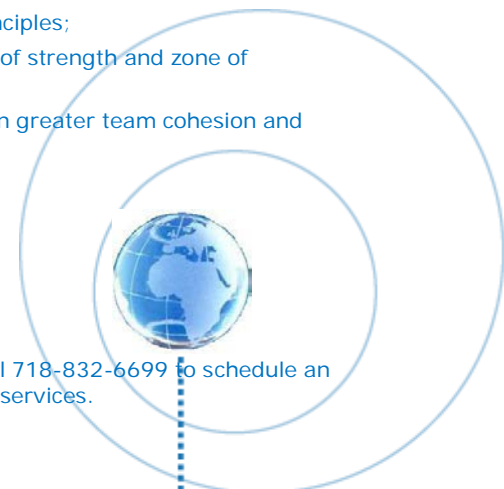
2. The Feedback Report - the Team Action Plan

- A workable plan that enables the team to: address developmental needs; grow personal relationships; establish accountability and produce impactful results. Contents of the Team Action Plan are:
- A team road map to help you develop your team's operating principles;
- A team vision of future performance indicating the team's areas of strength and zone of improvement;
- Suggestions on how to facilitate human connections that result in greater team cohesion and increased productivity.

RELATED SERVICES

- [GlobaLeadership™](#) and the Seven Dimensions
- [A Manager's Guide to Virtual Teams](#)

Contact AIM Strategies® via email: info@aim-strategies.com or call 718-832-6699 to schedule an initial consultation and learn more about our coaching and advisory services.



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