Leading Virtually

Effectively lead people who work in remote locations

Globalization opportunities, technology advancements, work–life balance demands, and outsourcing trends have created a workplace where some leaders rarely see the individuals they lead.

Effectively leading people who work in remote locations requires important skills that many leaders unaccustomed to managing virtual employees simply don't have.

The Leading Virtually Program helps leaders overcome the challenges virtual leaders face and introduces them to the disciplines that great virtual leaders have mastered.

The three disciplines of leading virtually are

- **Discipline I: Focus Attentiveness**
  Knowing the goals, motivations, needs, and experiences of team members to recognize when changes occur

- **Discipline II: Foster Community**
  Use skills to connect team members to the larger organization by actively facilitating collaboration, creating a team culture, and helping virtual workers experience community spirit

- **Discipline III: Accelerate Development**
  Consistently focus on team members' career and personal goals and create opportunities for career development

Act with intention: remember every phone call, email, or instant message either builds or erodes trust

–Carmela Southers, Author

Leading Virtually helps leaders make the shift	
From	**To**
Working face-to-face	Online communication, including web-based meetings, conference calls, and email
Monitoring activity	Monitoring output
Open-door policy	Instant messaging and 24/7 contact

Ken Blanchard COMPANIES

The Leadership Difference.®
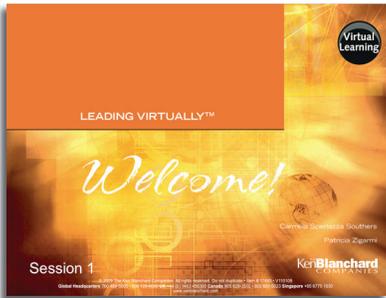
Who Should Attend?

Leaders and team leaders who are faced with effectively leading individuals who work in a remote location

Program Format

The Leading Virtually program incorporates experiential learning and is available in two delivery options.

The one-day face-to-face classroom program uses engaging and challenging individual, small, and large group activities to learn new skills and apply them to participants' real challenges in managing virtual employees.

The one-day virtual classroom contains three, 90- to 120-minute virtual sessions with ample time for breaks and lunch, and leverages a range of interactive techniques (including chats, polls, and group discussions). Each participant uses their own computer and phone to attend. Completing the training virtually also reinforces the power of virtual teams who interact, share experiences, and practice problem solving together.

Both the face-to-face and virtual classroom delivery typically run from 9:00 a.m. too 4 p.m.

Outcomes

Regardless of the format your organization chooses, participation in this program will help increase your effectiveness as a virtual leader by

- Helping you understand the challenges of virtual leadership
- Providing clear behavioral examples of the three disciplines for masterful virtual leadership success
- Helping you create an action plan to incorporate new skills and practices back on the job

Make the choice to become an effective virtual leader in your organization. For more information, contact your Blanchard Sales Associate.

THE Ken Blanchard COMPANIES

Global Headquarters
125 State Place
Escondido, CA 92029 USA
From anywhere: +1 760.489.5005
Within the US: 800.728.6000
Fax: +1 760.489.8407

For a list of our offices worldwide, visit
www.kenblanchard.com