



Virtual Team Services

Virtual teams are increasingly called upon to carry out critical projects and functions in key global markets. Their members must work together across time zones, geographical distance, and cultural differences, and especially in times of travel restrictions may not ever have the chance to meet face-to-face. Large companies normally have hundreds of such teams operating at any given moment. By setting these teams up for success, an organization can achieve major improvements in productivity while discovering fresh business opportunities and developing global talent.

Aperian Global's Approach

Aperian Global's virtual team solutions focus on increasing virtual team effectiveness in very practical ways, and are based upon more than ten years of research and experience with hundreds of global teams and thousands of team members. All solutions are offered in a virtual delivery format and incorporate a variety of distance learning methodologies, including instructor-led web classes, e-learning, and recorded webcasts. Each of the following programs can be structured as a series of three, ninety-minute, virtual sessions; other formats are available as well.



Our Solutions:

➤ Leading Virtual Teams

- **Target Audience:** Individuals who are *leaders* of virtual, global teams
- **Objectives:** Enable team leaders to build trust, create a sense of shared purpose, delegate, drive projects, and resolve conflicts across cultural and organizational boundaries

➤ Effective Virtual Teams

- **Target Audience:** Individuals who are *members* of virtual, global teams
- **Objectives:** Enable team members to better communicate, participate in virtual meetings, and work effectively with diverse colleagues

➤ Driving Team Performance

- **Target Audience:** Intact teams that have worked together for at least three months
- **Objectives:** Identify team strengths, weaknesses, and priorities; create action plans to address key issues; track team improvements

➤ Team Foundations

- **Target Audience:** Intact teams that want to develop a strong foundation for performance through a carefully structured startup process
- **Objectives:** Provide a format for new teams to align goals, build personal relationships, exchange best practices, define shared cultural norms, and accelerate progress towards meeting common targets and deadlines