

DISTRIBUTED TEAMS

LEARN TO NAVIGATE THE SEAS OF CHANGE AND THE NEW WORLD OF WORK



OVERVIEW

The world of work has changed. Working from home, once discussed as a possibility, is now practiced as reality everyday.

So, what do we need to do to ensure that we not only survive but thrive in the new world of work? How can we use this time to redefine how we work, increase productivity while improving well-being, work efficiently to live lives that matter, and grow?

Distributed Teams explores the mindset required to build psychologically safe communities that will challenge the way they work and design new ways of collaborating effectively. We look at best practices for meetings; when virtual meetings are needed and when they could be replaced with other forms of communicating. Learning how to communicate with quality rather than quantity by utilising the latest technology we have available to us. We will also be looking at useful ways to ensure we balance well-being with productivity, driving our careers whilst honouring our home lives, encouraging social contact regardless of physical distance, designing work weeks to include on-site work when the situation allows and finding purpose in new ways of working.

WHO IS THIS FOR?

Intact teams, leadership teams and organisations needing to define a new way of working.

HOURS

4.5 hours of facilitation
4 hours of app learning
Up to 4 hours of team experimentation

RECOMMENDED DELIVERY

4 - 8 weeks

GET IN TOUCH



info@newwavelearning.com



+44 (0) 843 778 6317

Or reach us on our socials



NEW WAVE

LEARNING JOURNEY

STAGE 1

WELCOME TO DISTRIBUTED TEAMS

A high impact welcome session with either an intact team or a cross section of people that represent the business or organisation. Participants and facilitators agree and commit to how they will work together in order to define how they will move toward becoming an effective distributed team. Participants are onboarded onto our app whilst discussing what they have learnt from working from home, as well as any concerns, fears and opportunities of moving ahead.

STAGE 2

LET'S TAKE STOCK

Participants work through content designed to help them reflect on their current reality of work. They take part in a survey that explores specific elements that will impact their effectiveness to work as a distributed team.

Concentrating on the process of communication and meetings they get the chance to learn how to move towards asynchronous working whilst putting effective communication at the heart of everything they do.

STAGE 3

DESIGNING A NEW WAY OF WORKING

Participants come back together for the second of the facilitated sessions and acknowledge their current reality and start to design and explore their desired reality. Honing in on how to adapt their communication and meetings to be more aligned to a new way of working, the group commits to an experiment to design their work days around their work lives, technology available, individual, team and organisational needs.

STAGE 4

LET'S GET SERIOUS AND COMMIT

Experimenting and finding solutions for a new way of work, the cohort practise and refine working as a distributed team. This takes time and whilst they are experimenting participants learn about the emotional considerations that must be implemented when working in a new way. Activities around mindset, motivation and well-being are prioritised in order to build trust, psychological safety and team efficacy.

At the end of the process with new found ways of working the group comes back together in a facilitated session where the learning experience is reflected on. Decisions and actions are taken as a result of the experiments conducted and a charter is created for a new way of work that will continually improve so that the team, organisation or cohort can move forward as a distributed team.

IMPACT



Creating and encouraging happy and healthy communities that thrive together



Appreciate the importance of emotional intelligence in strengthening working alliances with colleagues



Leveraging technology to maximise the connection with colleagues online



Understand how to create conditions of psychological safety remotely



Understand how to effectively communicate when distributed and when together

FEES

£5500* + VAT *per cohort of up to 20

For larger cohorts please contact us to discuss volume based pricing.

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