

Virtual Leadership:

Managing the Remote Working Evolution





Adapt, Lead and Thrive

Now, more than ever before, we are required to work remotely — which, for many, also means leading in a virtual space. As workplaces evolve and people adapt to this new way of working, how do we rise to the unique challenges of managing a virtual team in a remote or hybrid workplace?

Introducing our **Virtual Leadership Programme**

This programme will equip you to lead a virtual team efficiently and sustainably into the future. Discuss the challenges and opportunities of remote working and develop behaviours to support remote and hybrid working.

We will give you the skills and strategies to manage your team virtually, unlock the tools and resources to support remote teams and explore a range of virtual work management topics.

Recent research has indicated that a hybrid model of team working, mixing digital and in-person interaction, is likely to prevail in the future — are you ready? Leaders who equip themselves now with the necessary practices and mindset are the ones who will thrive and flourish in this rapidly evolving working environment.



Who this Programme is for

Managers who want to develop strong and sustainable virtual working practices that are as effective as face-to-face methods.

Leaders who want to engage and inspire their virtual teams.



Programme Objectives

- Explore key considerations when leading and managing teams virtually
- Communicate effectively in the remote or hybrid workplace
- Build virtual team engagement and manage performance
- Develop team cohesion and culture remotely
- Support team wellbeing and develop 'rules of engagement'
- Discover the tools required for successful remote collaboration



Successful remote work is based on three core principles: communication, coordination, and culture //

HBR, 2018



Communication

- How are you communicating now?
- What do you do well/what can you do differently?

Key Considerations in Remote Communication

- Creating Communication Norms
- Embracing Asynchronous Communication

Informal Communication

- Building and Maintaining Relationships Remotely

Digital Agility

Leveraging digital technology and tools



Culture

What is culture and how does it impact remote working? (Fully Remote/Remote First/Remote Friendly)

Trust

Building trust and psychological safety on remote teams

Psychological Contract

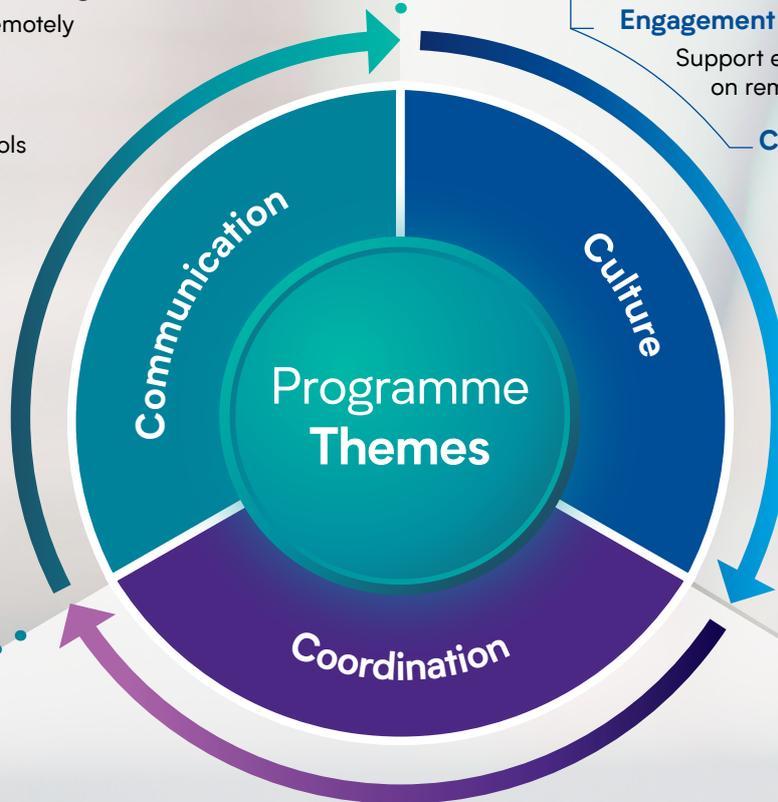
Role of Psychological contract in engaging and motivating remote employees

Engagement

Support engagement and wellbeing on remote teams

Communicating Culture

Managing and communicating culture in a virtual environment



Coordination

- How are you coordinating work now?
- What can you do differently?



Performance Management

- Reconfiguring the Performance dialogue
- Virtual Project Management
- Managing underperformance remotely
- Handling difficult conversations Remotely



Individual Differences

- Managing Difference on Remote Teams
- Understanding our own working styles



Hiring and Onboarding Remote

- Best Practice
- Integrating new team members on existing teams and forming new teams remotely

Programme Director:



Jennifer Dowling

Jennifer Dowling is a Chartered Work and Organisational Psychologist. She is a specialist in the delivery of Remote-First Training, Workshop Delivery, Coaching and Team Development. Jennifer is a part-time Lecturer in University College Cork, where she has lectured on a range of programmes, including the Masters in Work and Organisational Psychology, Masters in Public Health and several programmes in the Cork University Business School. Jennifer has designed and delivered training specific to Remote Working and Remote Team Leadership. She holds a certification in Virtual Classroom delivery and e-learning and instructional design. She is an Executive Coach with the Irish Management Institute working on the Professional Diplomas in Leadership, Management and Coaching. Excited by how the workplace is evolving and the growth of ICT-enabled work, Jennifer can see both the challenges and the opportunities that are arising for individuals, organisations and communities. Her knowledge of Organisational Psychology, Leadership Development and Individual Differences, makes her ideally positioned to support organisations currently transitioning to new ways of working.

Key Information:



Course Details

3 consecutive days



Programme Delivery

IMI Virtual Learning Environment (VLE)



Programme Dates

17, 18, 19 May 2021



Price

Corporate Member: €1,695
Non-Member: €2,075



Executive Education
Ranking 2020

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