

Overcoming Challenges of Virtual/Remote Teams

Virtual Team #3

- Communications
- Productivity
- Accountability & Trust



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Communication

Challenges

- Explaining and getting your point across
- Interpreting tone of voice
- Lack of transparency

Solutions

- Develop personal bonds
- Awareness of communication styles
- Be specific to ensure clarity



Productivity



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Challenges

- Despondent and demotivated due to isolation
- Lack of presence
- Burnout

Solutions

- Increasing social interactions and build relationships
- Make your presence known by participating in meetings and projects
- Track results and share
- Establish work/life balance

Accountability & Trust

Challenges

- Lack of trust among team members and managers
- Unmet commitments
- Uncertainty of culture and social norms
- Undefined structure

Solutions

- Listen first and demonstrate respect
- Be dependable, open, honest, and intentional
- Encourage team members to build interpersonal trust and a collaborative spirit

