



MAURA FAY
LEARNING

AHEIA

Working Together Apart

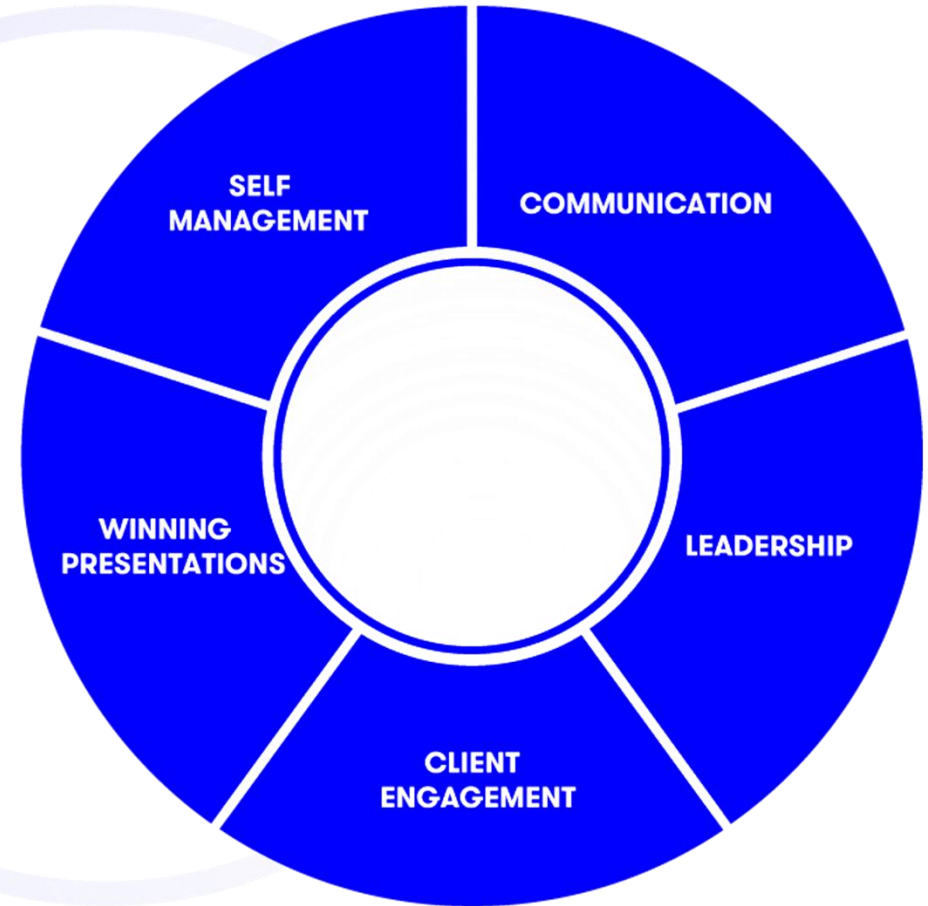
Maura Fay Learning
May 2018



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Our Products and Services

- People development consulting
- Workshops
- Group coaching
- 1-on-1 coaching
- Instructional design
- Facilitation services
- Diagnostics
- Bitesize digital learning
- Virtual classrooms
- Capability assessment
- Conference sessions
- Corporate actors



DISPERSED TEAMS ...

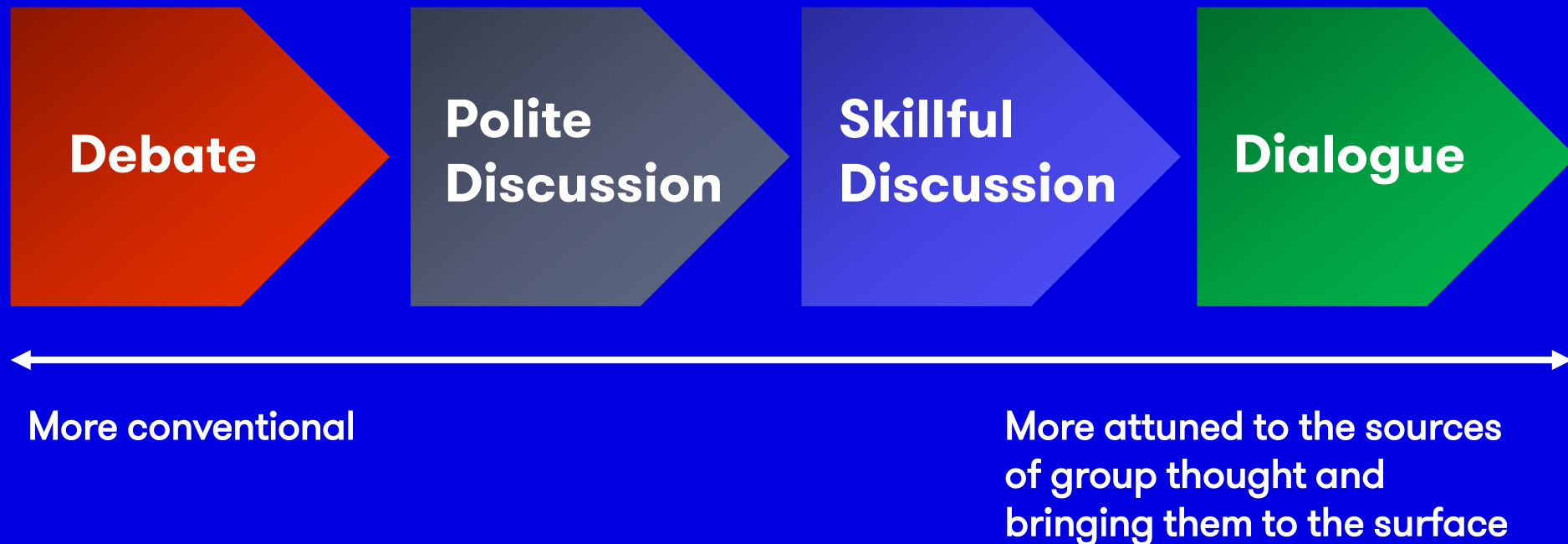


CHALLENGES FOR TEAM MEMBERS & LEADERS



DIALOGUE

dia (through) *logo* (meaning)



Source: The Fifth Discipline Fieldbook: Strategies for building a learning organisation, 2010

DIALOGUE 1-ON-1 SCENARIO

- Notice the little things
- Slow the conversation down
- Show gratitude
- Clarify expectations



WORKING TOGETHER APART

COMMUNICATING VIRTUALLY

Connecting with Others

- Empathy
- Sensing
- Building rapport

Creating Shared Meaning

- Avoiding misconceptions
- Explaining complexity
- Managing conflict

Leading Virtual Meetings

- Choosing the medium
- Chairing conference calls
- 1-on-1's with the boss

LEADING GEOGRAPHICALLY DISPERSED INDIVIDUALS

Trust & Empowerment

- Leadership styles
- Freedom in a framework
- Trust-building behaviours

Managing Wellbeing

- Managing inclusion
- Maintaining motivation
- Building productivity

Coaching & Feedback

- Managing talent
- Feedback in the moment
- Coaching strengths

BUILDING REMOTE TEAMS

Fostering Teamwork

- Creating group identity
- Building a 1-team culture
- Co-ordinating the work

Creating Innovation

- Knowledge transfer
- Remote brainstorming
- 'Playing' to strengths

Team Communication

- Best practice routines
- Staying connected
- Keeping others informed



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