

Texas Executive Education

The University of Texas at Austin **McCombs School of Business**

800.409.3932 |

ExecEd@mcombs.utexas.edu | www.mcombs.utexas.edu/ExecEd



Virtual Leadership: Leading Dispersed Teams

At a time of corporate belt tightening, people are traveling less and meeting less frequently with their fellow team members and leaders. Virtual teams are already a fact of the global marketplace as companies leverage talent diffused across the world and technology allows better communication. This trend is increasing rapidly as travel restrictions lessen face-to-face interaction. In this program, we examine what it takes to successfully work with, and lead, distanced teams. The session, drawn from recent research, identifies the necessary skills members of a virtual team need for creating successful teams. The session introduces a two-stage model of distance leadership and teaches participants how to more effectively work with, and lead, teams that work far apart.

Topics

- Why virtual leadership is critical in today's tough global business environment
- Basic principles for leading a distance team
- Essential teamwork skills required on a distance team
- Optimal strategies for communicating effectively on distanced team
- Motivating people from afar
- Building and maintaining trust in virtual
- Working cross culturally: The challenges and opportunities that different cultural backgrounds bring to virtual teams

Key Benefits

- Learn why virtual teams are so important to organizations today
- Understand the dynamics of virtual teams
- Discover ways of managing people from afar when it is difficult to afford regular face-to-face meetings
- Acquire strategies for effectively communicating with distanced team members
- Become skilled at working with two stage model of virtual leadership
- Recognize you employees' development needs
- Identify appropriate resources for employee development
- Find out what really keeps valued employees from leaving when they work from a distance
- Know how to use the performance management process as a retention tool

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Faculty

John A. Daly, Ph.D.

Liddell Carter Professor in UT's College of Communication, Texas Commerce Bancshares Professor in the McCombs School of Business. Dr. Daly teaches graduate and undergraduate courses on topics such as Interpersonal Communication, Organizational Behavior, Advocacy and Persuasion. He has served as President of the National Communication Association, and on the Board of Directors of the International Communication Association and the International Customer Service Association. As an active speaker and consultant to government and industry, John Daly has worked with over 300 organizations including 3M, Dell Computer, Frito-Lay, Continental Airlines, Marriott, Merrill Lynch, Bayer and many others.

Deirdre Mendez, Ph.D.

Assistant Director of the Center for International Business and Education Research (CIBER) in the McCombs School of Business. Dr. Mendez is an experienced corporate strategist for US companies doing business in foreign markets. She founded Austin-based Foreign Business Management Consultants in 1986 and has nineteen years' experience creating international market penetration strategies for US technology companies. FBMC's client list includes 3M, Advanced Micro Devices, Tandem Computers, Dell Computer Corp., and International SEMATECH. Dr. Mendez is the founder of the Greater Austin International Coalition, and is a member of the board of directors of the International Center of Austin.

Caroline A. Bartel, Ph.D.

Associate Professor, Department of Management, McCombs School of Business. Dr. Bartel's research and teaching focus on sustaining employee engagement in the workplace, particularly in organizations undergoing change. She has studied how organizations in various industries can maintain the motivation, performance and commitment of employees during times of organizational growth as well as decline (layoffs and downsizing). She has also examined an array of change initiatives such as corporate citizenship and community outreach, virtual work and telecommuting, and organizational restructuring. Dr. Bartel's work appears in leading journals including *The Academy of Management Journal*, *Administrative Science Quarterly*, and *The Journal of Applied Psychology*.

Registration and Fees

The program fee includes materials, lunches and breaks. Registration is not complete until payment is received.

You may register on-line at WWW.MCCOMBS.UTEXAS.EDU/EXECED
or call Texas Executive Education at 800.409.3932

For information on the cancellation and transfer policies:
WWW.MCCOMBS.UTEXAS.EDU/EXECED/REGISTER.ASP#CANCELLATION

Continuing Education Credits

Participants earn 1.40 continuing education units (CEU) or 14 (CPE). There are no prerequisites and a certificate of completion will be presented from Texas Executive Education.

Schedule

This two day program meets from 8:30 a.m. to 4:30 p.m. A schedule and campus map with location information will be sent approximately two weeks prior to the session with your paid registration.