

Remote Team Facilitation

Helping teams to perform at-distance

The challenge

Team performance is directly driven by team relationships, which are built in the conversations of team life. When team members are unable to meet face-to-face, and are dependent on technology for their conversations, it is very hard to sustain high performing relationships.



A space to talk and listen

Remote teams deserve to find the space for a more human conversation, about where they are, and the challenges they are experiencing in remote team life. It is necessary to design-in opportunities for these conversations and to leave 'the task' on one side, while they attend to each other as people.

The way we will work now

The team is a human system, and a remote team needs its own system of operation, stated and understood by all – The daily rituals, the rules of the game, the principles of behaviour. These aren't to be found in a textbook or consultant presentation. They are created by the team to fit their situation, and from listening to each other's needs and preferences.

TEAM ADAPT

Typically, 3 virtual sessions of between 1 and 2 hours, spread over a month, for teams new to the challenge of working at-distance.

The respectful basics are important; everybody gets a chance to **check-in** and share their individual perspective. **New challenges** are then identified and prioritised, choices are made and captured in the first draft of a **team agreement**.



TEAM PERFORM

Typically, 6 virtual sessions of between 1 and 2 hours, spread over 3 months,

Aimed at remote teams who want to **work on team challenges** and/or want to **raise team performance**. there may be difficulties of collaboration, or it may just be that high performance is critical. A **team diagnostic** gives everyone a chance to reflect and provides a **benchmark** to reassess progress of the team.

People Deliver Projects

Our job is to help our client organisations to change their behaviour and raise their performance. Our team of experienced virtual coaches have the skills to provide this service for teams in virtual settings.



Chris Howell



Al Wilson



Sharon Torpey



Mike Cambray