

Workshop

LEAD & COLLABORATE IN HYBRID ENVIRONMENTS

Having impact in a virtual and hybrid world.



5 sessions (2 days total)



Delivery: Online



Product Code: LCH

✓ CEO & Directors

✓ Business Manager

✓ HR & People Development

✓ Transformation Expert

✓ OD Experts

DESCRIPTION

The Covid-19 pandemic forced millions of employees around the world to transition into home offices almost overnight. Research shows that the majority of leaders are convinced that hybrid ways of working are here to stay as the trend towards remote and flexible work styles has already been growing among employees before the pandemic hit.

So if the nine-to-five office-based business as usual is dead, how can leaders successfully manage teams and organizations in a hybrid world where remote platforms and live in-person interactions complement on-site collaboration? Technology alone is not going to be the answer. Instead, leaders must adopt a fundamentally different set of leadership principles that put humanity first. Only through this human-centric approach, organizations will be able to apply emerging technology purposefully to thrive sustainably in times of crisis.

It is no secret that leaders who are willing to understand the unique (virtual) work experience of each of their team members to find ways how technology can support people, instead of trying to have people support a certain technology, have a happier, more engaged and innovative workforce. To master hybrid business environments,

(self-)awareness is essential to navigate through the complexity added by collaborative platforms and emerging technologies.

We built this learning journey to provide a virtual, collaborative and human-centered experience for leaders to help them learn how they can re-create such within their new organizational normal..

TAKE AWAY

- You will understand the rising complexity of leading in a virtual and hybrid environment by having experienced it through our immerse learning design.
- You will know how to mitigate "Virtual Meeting Fatigue", how to grab and keep attention high by working with a diversity of human engagement techniques, both in-person and remotely.
- You will expand your tech-awareness to build a new leadership mindset that fosters performance and wellbeing among remote employees through empathy and connection.
- You will be able to apply key facilitation skills to confidently lead in a human-centered, empathetic and adaptive way in hybrid work situations and environments.

CONTENT & FLOW

Introduction - Connect as a group

In this brief session, your leaders are getting connected and familiar with purpose, goals, logistics and are defining the ground-rules for the journey.

Module 1: Our Starting Point - Getting the Big Picture

Getting Oriented:

We start our journey getting clear how virtual and hybrid is impacting the future of work, understanding the pros and cons of virtual and hybrid environments. We will also how to prepare engaging and collaborative virtual meetings.

Exercise: "How can we ensure that a virtual team meeting goes totally wrong?" (So we can ensure that they don't.)

Key Elements for Virtual Engagements:

- Getting into a good connection with the team and gaining trust
- Engaging team members by co-creating outcomes
- Managing your energy level and building self-awareness
- Planning and preparation
- Deep work in a home-office world
- Exploring Available Technology

Exercise: Reflection on what we want to change for the future using the RCA canvas

Module 2: Remote Leadership and Collaboration Requires a New Leadership Mindset

Building Connection:

Build connection first with yourself and then with your team. How to get into the right state before ever important virtual meeting.

Exercise: Practice how to practice "check-ins" with your team

Proximity is Power:

Get close to your audience and eliciting their feedback. Establishing constructive peer feedback as a core practice for your team.

Exercise: Learn and practice constructive feedback structures like 3-2-1-go

Leveraging Empathy:

Place yourself into the shoes of your audience.

Exercise: Empathy workout - explore 3 new & interesting pieces of information of a stranger

Peer Coaching:

Increasing audience learning, engagement and team spirit

Exercise: Use the GROW model and/or "Troika Consulting" to help your team grow

Module 3: Executing in Virtual Environments

Questioning Techniques:

Encourage deeper thinking and better outcomes

Exercise: Apply different question techniques depending on context

Storytelling:

How to inspire your audience to action, transform their thinking and generate interaction with stories.

Exercise: Leverage storytelling structures, practice storytelling in peer groups

Virtual Facilitation:

methods and tools to make virtual work more collaborative, creative, and effective.

Exercise: Practice facilitation skills in groups using liberating structures

Dealing with Distractions:

Attention spans are lacking in virtual environments so we will master some tricks to minimize them.

Exercise: Explore "THE 7 ACES" canvas and plan & practice a virtual events



Cultural Dimensions:

If working with international audiences, how to turn cultural difference and diversity to our advantage

Exercise: Explore cultural dimensions and discuss in peer groups the impact on international teams

Module 4: Creating and Executing Co-Creative Sessions

Planning:

Specific preparation steps needed for effective collaboration

Exercise: Reflect on what we want to change for the future using the RCA canvas

Human Creativity:

Creative hacking in collaborative sessions and enabling diverse thinking your teams. Leveraging dialogic tools and other techniques to support co-creation and manage time with Time-Boxing and other tricks to keep collaboration moving.

Exercise: Plan, prepare and lead a co-creation process

Exercise: Reflection using the ORID framework

METHODS & PHILOSOPHY

According to Confucius, there are three methods how we may learn wisdom: first by reflection, which is noblest. Second by imitation, which is easiest. And third by experience, which is the toughest.

Therefore, this learning journey consists of three similar elements to take a holistic approach to building 'virtual wisdom':

- Class room training
- Social peer-to-peer learning
- On-demand-learning.

Over the course of four training modules, our experienced consultants, leaders and facilitators provide insights around these different education styles and help participants deepen their new knowledge within a self-organized and self-paced group learning setting.

Practical application is key to integrate intellectual insights and ultimately achieve real results - on a personal and organizational level. That's why we will curate a selection of templates and tools that allow for deep cognitive stimulation, brought to life within an interactive, integrative and incomparable digital growth experience.

„Collaborating virtually is no witchcraft, but maintaining the attention of the participants requires some magic. It was a lot of fun to explore this magic with triangility and to generate ideas to be a little better at every virtual meeting in the future. The way the individual circumstances and the preferred technologies in our company were dealt with helped massively to quickly put what was learned into practice.“

Kristina Appelt
Manager Systems Engineering
Cisco Systems Germany



Robert Schaffner
*Serial Entrepreneur, Leadership Expert,
Keynote Speaker, Co-Founder of triangility*



Werner Etzelstorfer
*Virtual Design Thinker, Facilitator,
Coach & Survival Trainer*



Chris Neill
*Business and IT Consultant,
Leadership Expert & Facilitator*

ABOUT US

The world needs more than just great management: It needs human-centered innovation. Diversity and liberated workplaces. More dialogue than discussion. Digital and technological sawiness. Responsibility beyond profits. Systems thinking and agility. Culture consciousness. The creativity of all.

We are a community with a wide range of disciplines, but one focus: re-define leadership for the 21st century.

CONTACT



www.linkedin.com/company/triangility



welcome@triangility.com



Website contact form

