



*Training Course:
The Virtual Leader: Developing & Leading
Teams*

*2 - 6 August 2027
Kigali (Rwanda)*

Training Course: The Virtual Leader: Developing & Leading Teams

Training Course code: LS1080 From: 2 - 6 August 2027 Venue: Kigali (Rwanda) - Training Course Fees: 6350 € Euro

Introduction

Managers today are increasingly required to balance the need to complete tasks efficiently—often with fewer resources—while simultaneously building relationships across time zones, distances, and cultural boundaries. This workshop is designed for managers navigating this unfamiliar terrain and looking for new strategies for leading people in a virtual environment.

The workshop focuses on two crucial areas for the success of virtual teams: distance management and team leadership. Through a combination of theory and experiential exercises, participants will develop the skills needed to thrive in today's rapidly changing global work environment.

Objectives

By the end of the course, participants will be able to:

- Manage performance in a virtual environment
- Select and form virtual teams effectively
- Develop a strong virtual leadership presence
- Analyze personal growth and development in virtual settings
- Apply best practices for working with virtual teams
- Utilize tools essential for effective virtual management
- Build and maintain trust within virtual teams
- Navigate cultural differences and manage diversity in virtual teams

Target Audience

- **Senior Executives and Directors**
Leaders responsible for managing global or virtual teams and overseeing their performance and collaboration.
- **Middle Managers**
Managers tasked with leading teams remotely or across multiple geographical locations.
- **HR and Organizational Development Professionals**
HR leaders focused on creating and supporting virtual team management practices.
- **Project and Program Managers**
Managers who oversee virtual projects and are responsible for managing cross-functional teams.
- **Business Consultants and Coaches**
Consultants who work with organizations to improve virtual leadership and team dynamics.
- **Entrepreneurs and Business Owners**
Business owners managing distributed teams and looking to enhance their leadership skills.

- **Aspiring Leaders and High-Potential Employees**
Professionals preparing to take on leadership roles in virtual or global environments.

5-Day Training Outline

Day 1: The Virtual Leader

- The changing global industries and the rise of virtual teams
- Understanding global cultures and their differences
- The impact of technology on virtual management
- Virtual leadership vs. direct leadership
- Key competencies for virtual leadership

Day 2: The Administration Competencies of Virtual Leadership

- Two key components of organizing leadership in a virtual environment
- Using virtual tools for calendar, time, and media management
- Developing self-awareness and awareness of others in virtual settings
- Effective delegation in virtual teams
- The power of empathy in motivating virtual teams

Day 3: Communication and Diligence of Virtual Leadership

- Setting clear goals and communication strategies for virtual teams
- Developing virtual listening skills
- Using multiple forms of media for effective communication
- Maintaining control in a virtual environment
- Continuous learning and knowledge transfer in virtual teams
- Empowerment vs. delegation in remote leadership

Day 4: Team Building Virtual Leadership

- Setting roles and rules for virtual teams
- Understanding and analyzing team dynamics
- Identifying team styles and leadership compatibility
- Leading multi-cultural teams and adapting your leadership style
- Building teams for succession planning
- Motivating across boundaries and leading diverse teams
- Fostering a synergistic culture from diverse cultural backgrounds

Day 5: Trust and Virtual Leadership

- The role of trust in a virtual environment and how to build it
- Maintaining trust across geographical boundaries
- The importance of ethics and integrity in virtual leadership
- Humility as a characteristic of highly effective virtual leaders
- Case studies on building trust in virtual teams
- Course review and key takeaways

Registration form on the Training Course: The Virtual Leader: Developing & Leading Teams

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