

Launching, Leading, and Supporting Boundary-Crossing Teams

Teams that Work!

Teams aren't what they used to be. The nature of teams has changed significantly because of changes in organizations and the nature of the work they do. Organizations have become more distributed across geography and across functions. How can team leaders manage teams when it's not possible to meet regularly in person? What are the challenges of launching a global team effectively? How do you deal with the key issues of trust, relationship building, and alignment across distances?

Leading a virtual team is not just about using new technology. Leaders of boundary-crossing teams need new strategies as well as new tools for communication and performance management. They also need to learn new ways of maintaining esprit de corps and commitment.

If you need to make sure your teams meet the challenge of working at a distance, you will benefit from a Group Jazz program on *Launching, Leading, and Supporting Boundary-Crossing Teams*.

Best Practices for Boundary-Crossing Teams

Explore ways the most successful boundary-crossing teams operate. What are the factors associated with effectiveness at each stage? How can you tell when virtual teams are in trouble and what strategies are available for fixing common problems?

Identify approaches that have worked for other companies, the factors associated with success, and how to apply that learning to your own organization.

Partner with a Leader

Group Jazz has delivered training for hundreds of team leaders in dozens of organizations working with distributed and global teams. Our training programs, Toolkits, and coaching and consulting services transpose what we know about managing teams effectively for application in today's distributed work environments. Organizations like IBM, Hewlett Packard, City University of New York, Fujitsu-Siemens, First Union Bank and Merck have worked with Group Jazz to create boundary-crossing teams that work and support those with responsibility for leading them.

Support the Whole Team Cycle

Group Jazz has developed a portfolio of activities, experiential exercises, materials, and guides for boundary-crossing teams at all phases of the team cycle including team launch meetings, project management processes, and models for harvesting team learning at the close of a project. Some activities are designed for use during face-to-face meetings while others can be conducted at a distance via a variety of synchronous and asynchronous technology and media.

Each engagement is custom-designed from a menu of options including workshops for team leaders, train-the-trainer sessions, coaching and consulting. The Group Jazz team will also work with you to customize a Virtual Team Leader's Toolkit to support distributed teams in your organization.

Provide Tools and Processes

Our goal is to provide practical frameworks, processes, and tools based on specific factors in your organization including: available technology, access issues, cross-cultural challenges, and the nature of the work your teams need to get done. A typical set of deliverables includes:

- A 1-1/2 day training session for team leaders and members covering best practices for boundary-crossing teams.
- A Toolkit for team leaders with presentation materials, templates, and activity designs they can use with their own teams at different stages of development.
- A one-day "train-the-trainer" workshop built around the Toolkit for people who will be disseminating the ideas and skills in the organization

Group Jazz will also provide a set of recommendations for adding to the Toolkit over time to keep it current and relevant.

For more information about this and other offers please contact:

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