Virtual Teams Challenge

How do you successfully bring together different work processes or functions across diverse teams? What happens when these same teams are working virtually? Sound a lot like today's workplace? That's the intent!

The Virtual Teams Challenge tests the best of teams to innovate, execute, meet aggressive performance measures and integrate diverse work processes or functions all while simulating a virtual team environment. Each team must meet their individual team objectives while managing the overall challenge of 'integrating' their process to those of another team.

Ideal Environment:
• Corporate Meetings
• Retreats/Annual Kick-Off Meeting
• National/Regional Meetings
• Team/Corporate Restructuring

Team Size:
• 10 – 500

Space Requirements:
• Indoor/Outdoor

Timeframe:
• 3 hours – 5 hours

Physical Challenge:
• Low

Program Overview

Foundation - Phase One

Using only the materials supplied, each team must create a life size structure consisting of over 100 feet of wood and 200 feet of PVC pipe that is capable of carrying a ball bearing through a complexity of measures. Working independently, each team will design and construct their part of the process or work function. After the independent processes have been created and tested, the final challenge is to bring the multiple processes together into a fully integrated system while meeting the complexity of metrics that measure the success of the end result.

- **Complexity**
- **Time to Market**
- **Risk-Taking**
- **Customer Appeal**
- **Market Upswings**
- **Process Integration**
- **Momentum**
- **Quality**

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Action
The process gets increasingly complex when multiple teams must successfully integrate their structures seamlessly under the pressure of time. Add a few budget cuts that alter the availability of resources and you have an environment that requires adaptability to change. Which team(s) will earn the most revenue points while managing the complexity of these measures and changing dynamics? It's not the fastest team that wins – rather the smartest team or the team that can think 'virtually'.

Results
From mid-level teams to executive teams, the Virtual Teams Challenge requires team members to think strategically while working across a virtual team environment. Strong collaboration is a must to bring the multiple processes or functions together successfully.

Requirements & Logistics
The program requires a minimum of 3 hours and can extend up to 5 hours depending on number of teams, level of integration, and complexity of the resulting work structures. Each of the phases below will be timed according to the final program timeline.

Outcomes & Objectives

Each program is tailored to the goals and objectives of the client. Examples of possible learning outcomes are:

• **Working across time, distance, and technology** – building an effective strategy and plan for execution

• **Team collaboration** – multiple teams coming together to 'integrate' a diversity of processes for final execution

• **Team roles** – evaluating each team member's ability and effectively managing team resources that will drive the team to a successful solution

• **Virtual communication** – a collaborative project without 'seeing' the other teams progress

• **Effective management of time** – managing strategy, innovation, evaluation of alternatives, execution, measurements and process improvements within a designated period of time

• **Focused communication** – aligning diverse team priorities into an overall integrated system