

# Leading in a Flat World:

## Overcoming 5 Key Challenges to Leading Global Teams

- **Intentional Leadership:** To successfully lead a global team, leaders have to be intentional about creating a new culture. Leaders are faced with many of the traditional leadership challenges, but the degree and scope of those challenges changes with the added dimension of global presence and dispersed teams. The creative use of tools for identifying the specific issues to address on your teams will help create this new culture.
- **Building Interpersonal, Cross-Cultural Relationships:** Relationships are the key to leadership. Establishing these relationships with teams and peers from other cultures can be difficult but highly rewarding. Without these relationships, a global team will never achieve its potential.
- **Creating a Communication Rhythm:** One of the key challenges of global teams is to establish effective communication channels and practices. Establishing a routine of various methods, including video, audio and e-solutions can dramatically affect the return on communication investment.
- **Developing the "Third Option.:"** To effectively create actions that are able to be implemented successfully, the global team has to be open to discovering new ways to work and to fulfill obligations. Developing a Third Option can provide the true synergy available within a global team.
- **Establishing Trust:** Truly an example of "last but not least," trust is a key relationship variable that challenges the effectiveness of leaders of global teams. Defining this characteristic in a "real world" way and identifying some of the actions that have an immediate effect on trust within the team can quickly and dramatically improve the overall effectiveness of the team.

Dr. Todd Thomas is the President of IMPACT Consulting and Development, LLC, a firm strongly focused on leadership and organizational development. Dr. Thomas develops programs that will bring any leadership team together as a strong cohesive unit, allowing them to reach their ultimate leadership potential and successfully govern organizational change in their companies.

**Save the Date: 4 November 2008**

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