

# The Virtual Leadership Challenge

**Virtual leadership is here to stay.** In fact, virtual collaboration is increasingly common and more organizations are expected to collaborate virtually. Virtual teams can bring many benefits—increased productivity, flexibility for employees, a larger talent pool and reduced costs—but they require a different form of leadership. When traditional management strategies fall short, organizations need practical tools that virtual leaders can leverage to enhance their effectiveness.

**Leading from a Distance** is an engaging, high-impact leadership development program designed to enhance virtual leader performance. The program is based on OnPoint's groundbreaking global study that identified the factors that differentiate the most effective virtual leaders.

## Learning Objectives

- Understand the key challenges virtual leaders face
- Learn the success profile of high performing virtual teams
- Apply practical tools and guidelines to enhance virtual leadership

## OnPoint's Approach

Organizations that proactively plan how to support virtual leadership will see a better return on their investment. OnPoint's programs offer strategies to ensure virtual teams and leaders are set up for success.


OnPoint offers two assessments to help virtual leaders identify areas of strength as well as areas for improvement:

- **Leading From a Distance Simulation** is an online business simulation where leaders experience a series of virtual leadership challenges. At the end of the simulation, leaders are provided with a feedback report and development guide based on OnPoint's RAMP model of high performing virtual leaders.
- **Leading From a Distance 360** provides virtual leaders with targeted feedback to identify their strengths and performance needs.

### *FACT:*

*32% of virtual team members and 49% of stakeholders reported that virtual leaders were not performing at a high level.*

*(Source: OnPoint's Virtual Team Study)*



*“OnPoint has a strong ethical grounding, so there is always more value delivered than we expect with the Leading from a Distance program.”*

*-- Sr. VP HR Training, Fortune Five Hundred software company*

We utilize this information to tailor the program and make it highly applicable to the participants’ needs. This engaging instructor-led program is offered in face-to-face sessions or a virtual classroom with breakout groups.

### **Our Program Topics Include:**

- Understanding Your Effectiveness as a Virtual Leader
- The “Virtual Challenge” and the Differentiators of Top Performing Virtual Leaders
- Building Great Virtual Teams: A Launch Kit
- No Trust, No Team: Building Trust in a Virtual Setting
- Managing Accountability Remotely
- High Impact Communication Skills: Creating a “High-Touch” Environment
- Conducting Effective V-Meetings (Virtual Meetings)
- Managing Conflict From a Distance
- Remote Coaching For High Performance
- Creating a Sense of Purpose to Align and Engage Virtual Team Members

From start to finish, concept to functioning organization, OnPoint Consulting has experience and proven success **helping leaders succeed in a virtual environment.**

**Leading from a Distance**, one of OnPoint’s custom business solutions, is based on the company’s groundbreaking book, *Virtual Team Success: A Practical Guide for Working and Leading from a Distance*, which provides recommendations for leaders and organizations who want to maximize virtual performance.

For more information about OnPoint  
and our solutions, please visit  
[www.onpointconsultingllc.com](http://www.onpointconsultingllc.com)



*“Virtual Team Success is a must have for anyone managing geographically-disbursed teams. As our global businesses become increasingly complex, I can’t imagine a more timely or better resource.”*

*-- Jay Moldenhauer-Salazar,  
VP Talent Management,  
Gap, Inc.*

