

From forming to performing

Proven steps on how to build a high-performing virtual team in today's digital world.



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Speaker

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Program Manager | Agile Coach | EMBA in Innovation
10+ years of project leadership experience | ICP
ICP-ATF | ACC ICF | Speaker



Agenda



Introduction to the Tuckman Model



Stages

Forming stage – setting foundations for success

Storming stage – navigating challenges and conflicts

Norming stage – aligning team dynamics

Performing stage – sustaining high performance

Adjourning stage – reflecting and closing



Common challenges in virtual teams



Leadership strategies for virtual teams

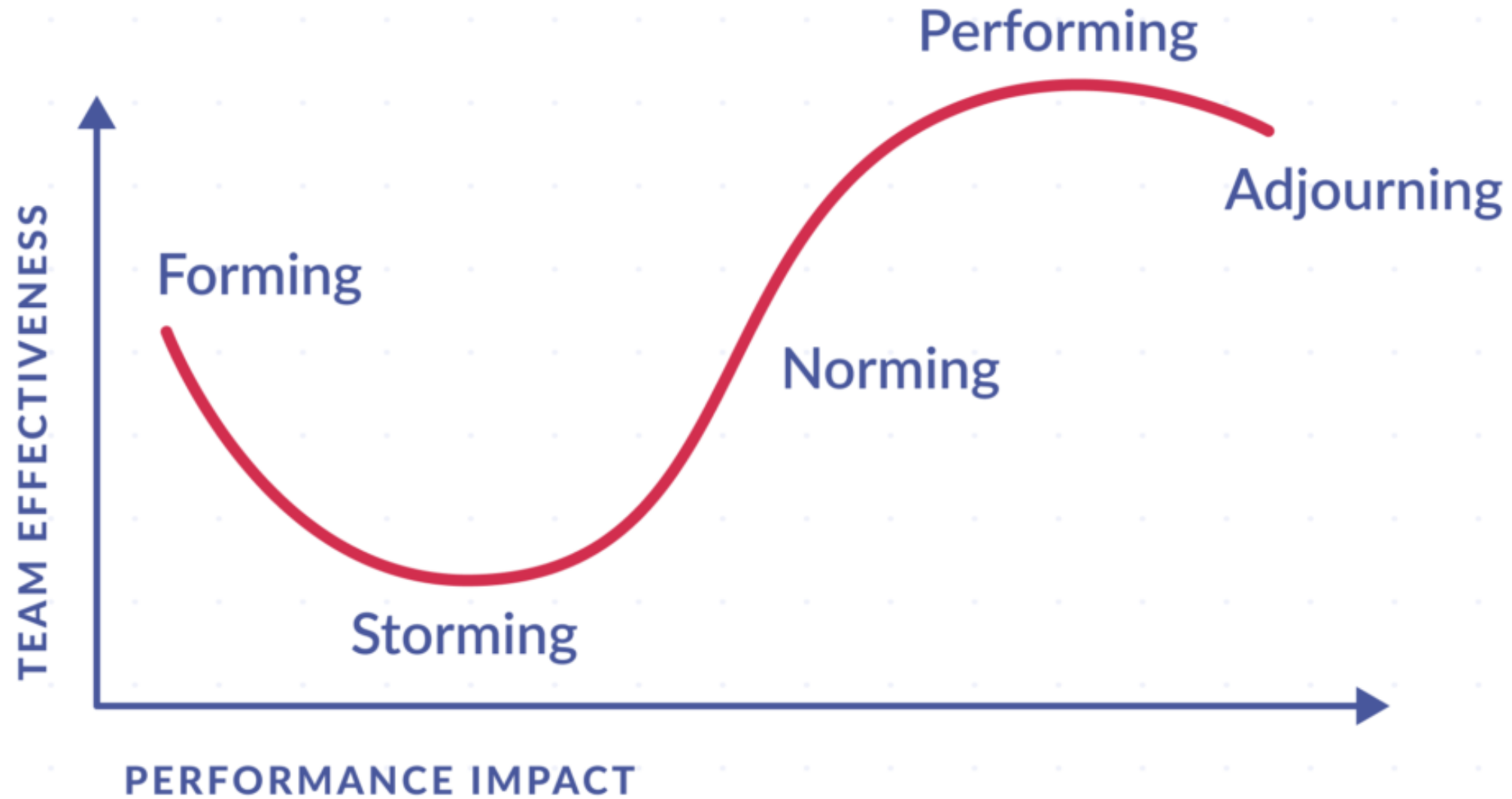


Metrics for virtual team success



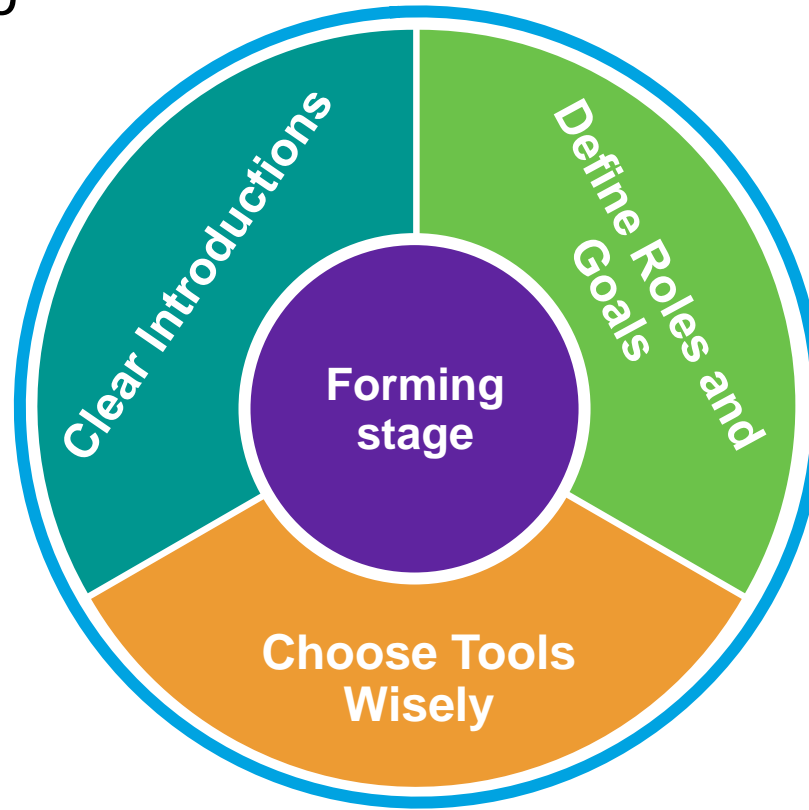
Key takeaways

Introduction to the Tuckman Model



Forming stage — setting foundations for success

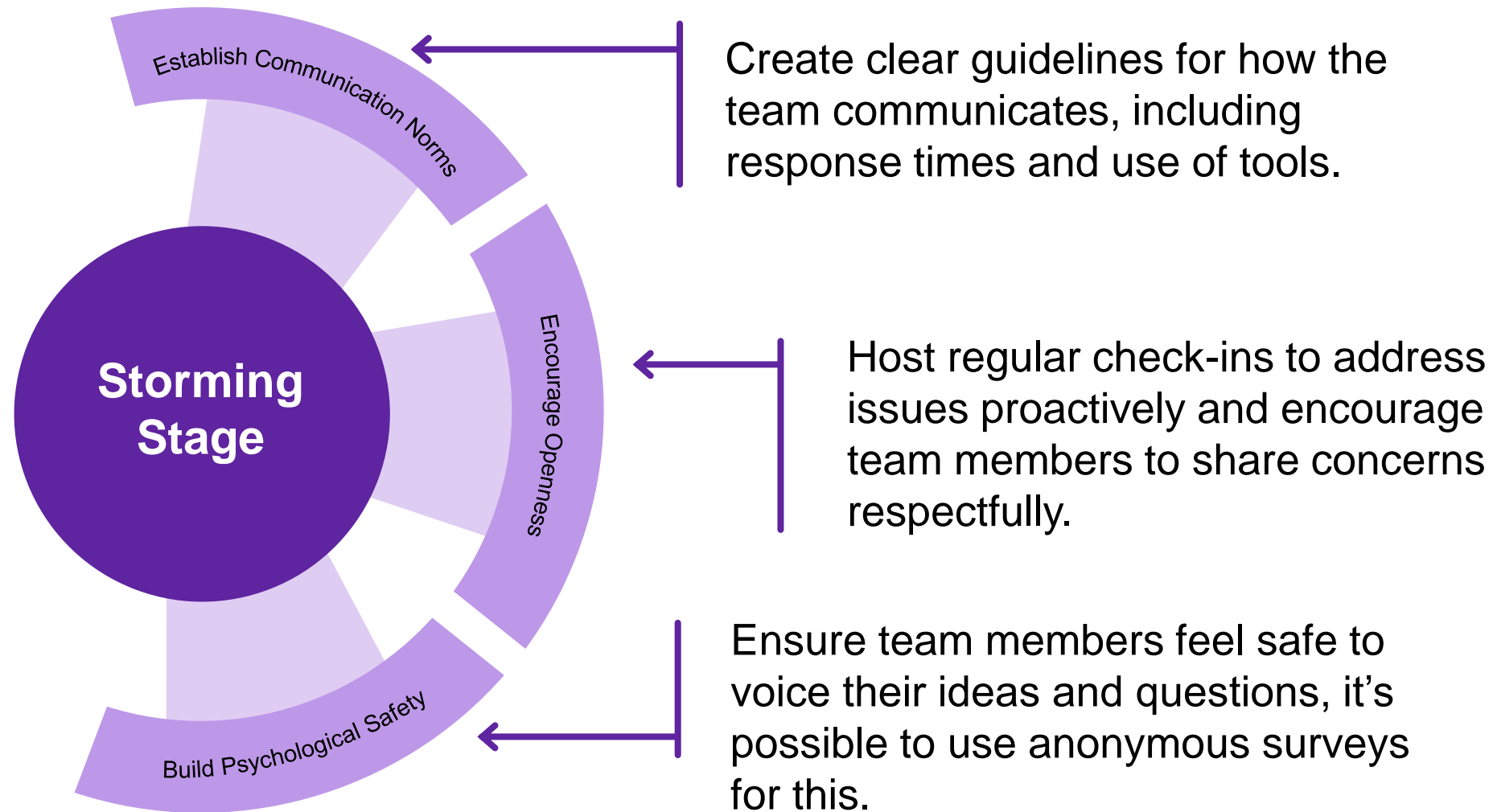
Arrange virtual meet-and-greets to help team members connect on a personal level.



Set clear expectations by outlining each team member's role and defining team goals.

Decide on communication platforms and project management software early on to streamline workflow.

Storming stage — navigating challenges and conflicts



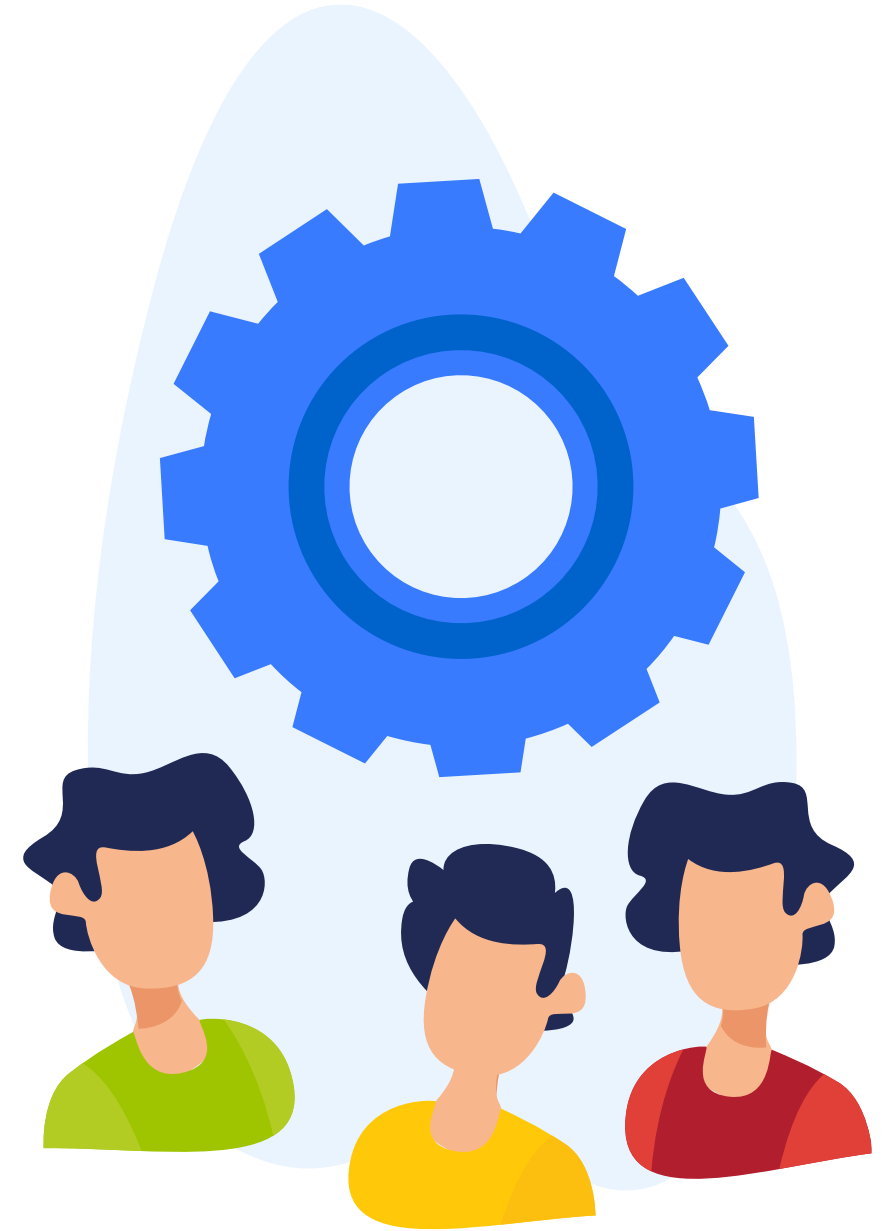
Norming stage — aligning team dynamics

Periodically review team processes to improve efficiency and remove bottlenecks.



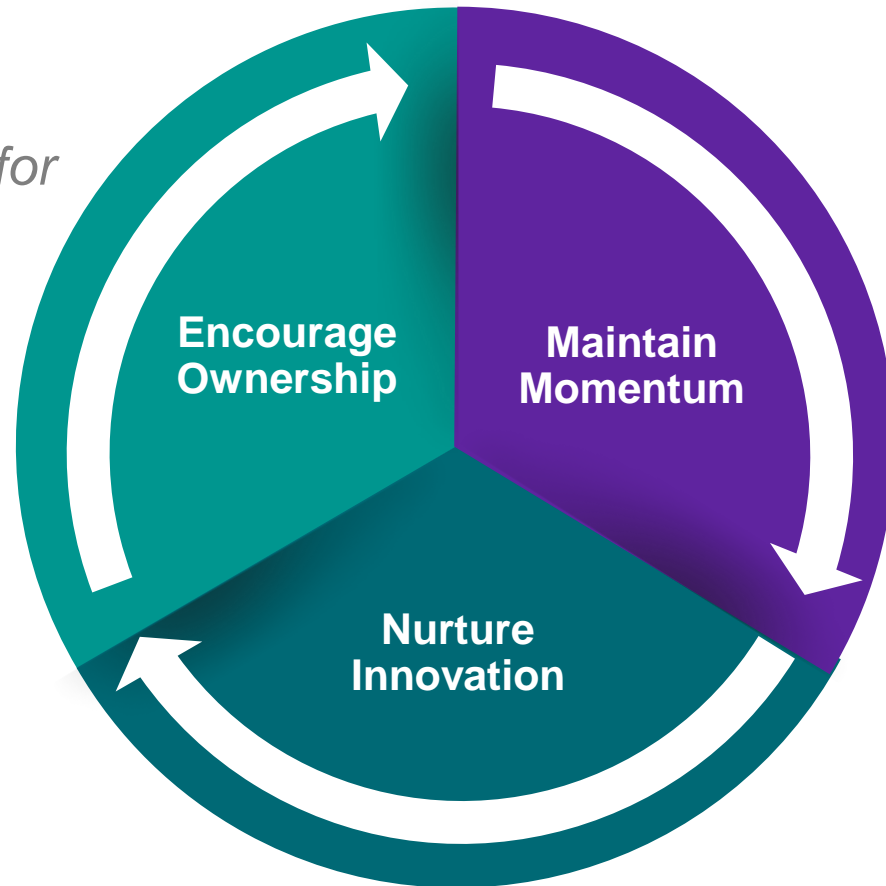
Create opportunities for group problem-solving and idea-sharing.

Recognize achievements to reinforce positive behaviors and build morale.



Performing stage — sustaining high performance

Empower team members to take full responsibility for their tasks and roles.



Hold periodic retrospectives to keep the team focused and adaptable.

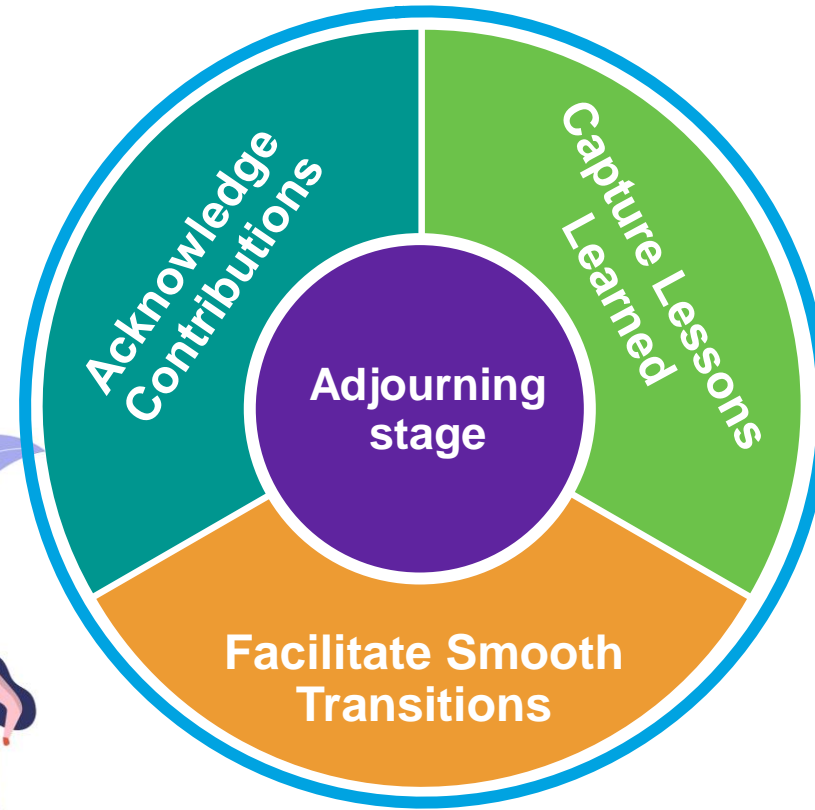
Foster a culture where experimentation and creative problem-solving thrive.



Adjourning stage — reflecting and closing

Celebrate the team's successes and highlight individual achievements.

Conduct a post-mortem to identify takeaways and apply insights to future projects.



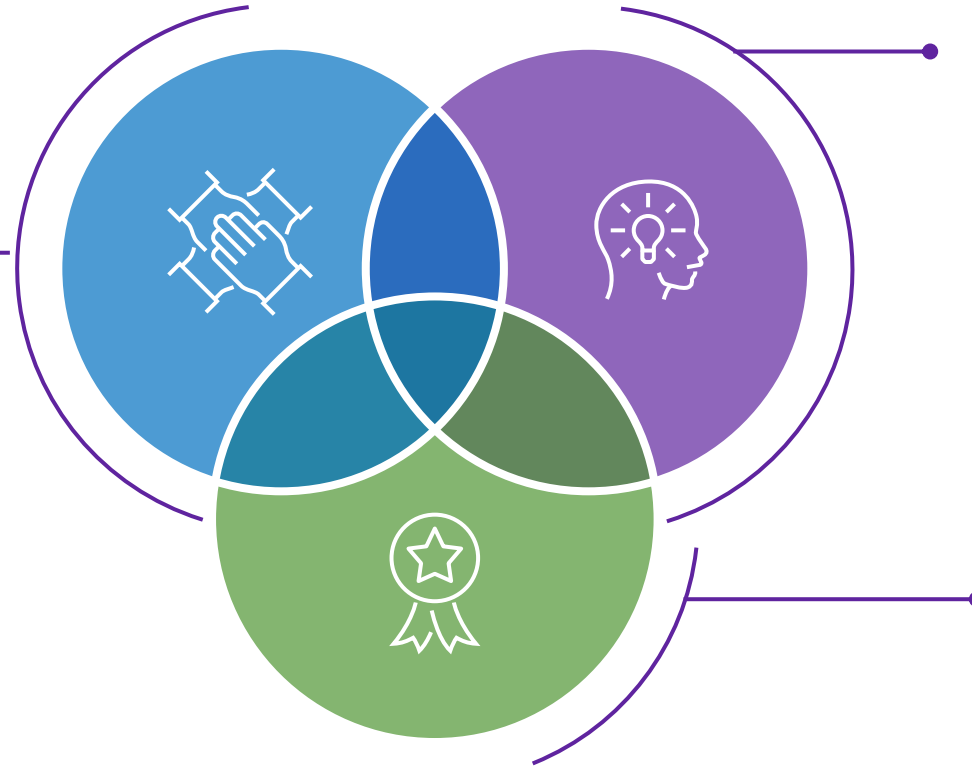
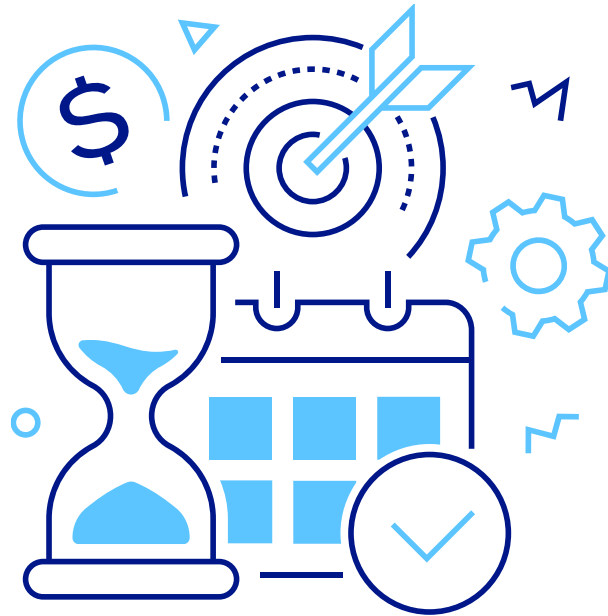
Ensure seamless handovers and support team members in their next roles,



Common challenges in virtual teams

Communication barriers

Lack of non-verbal cues and time-zone differences can hinder clear communication.



Lack of trust and engagement

Physical distance can reduce opportunities for trust-building and engagement.

Technology overload

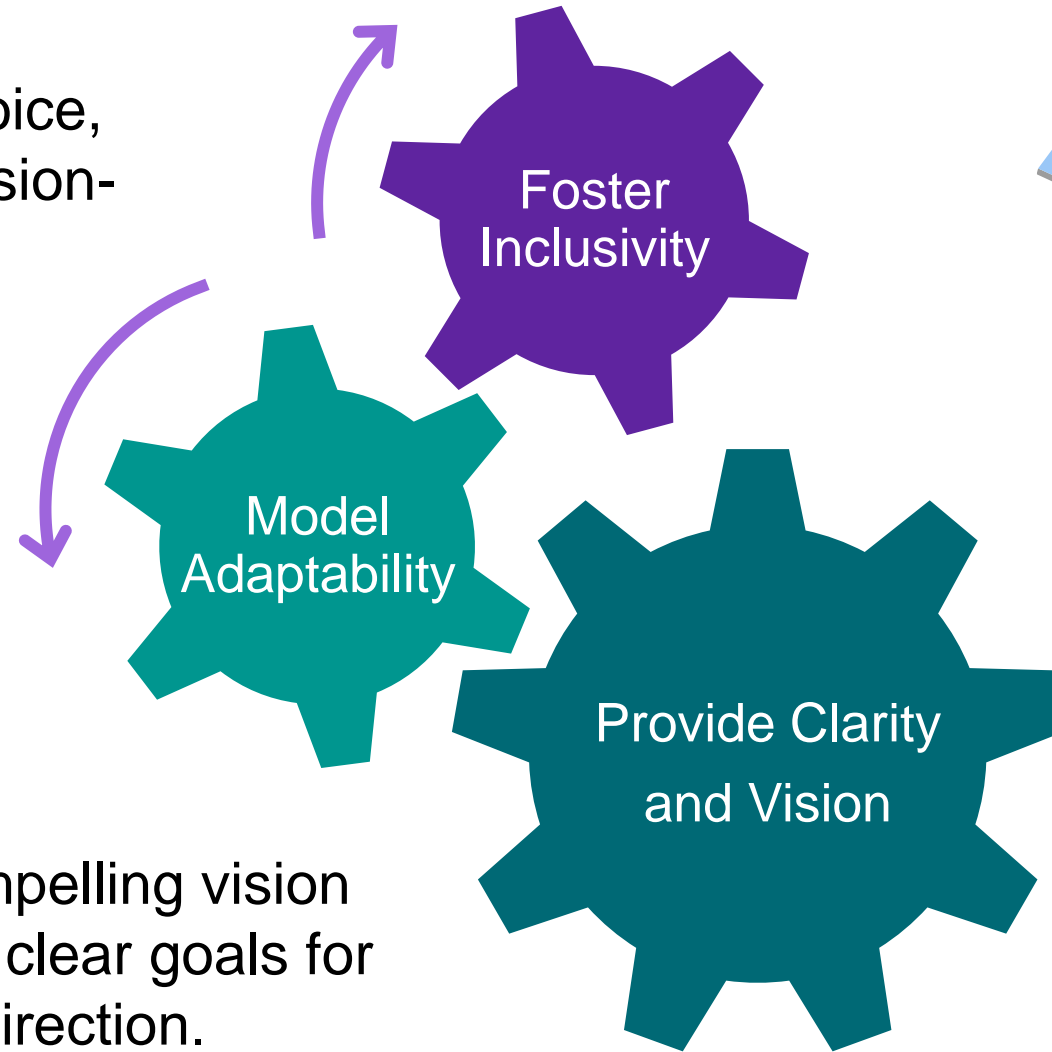
Balancing the right tools and avoiding redundancy or complexity in workflows is crucial.

Leadership strategies for virtual teams

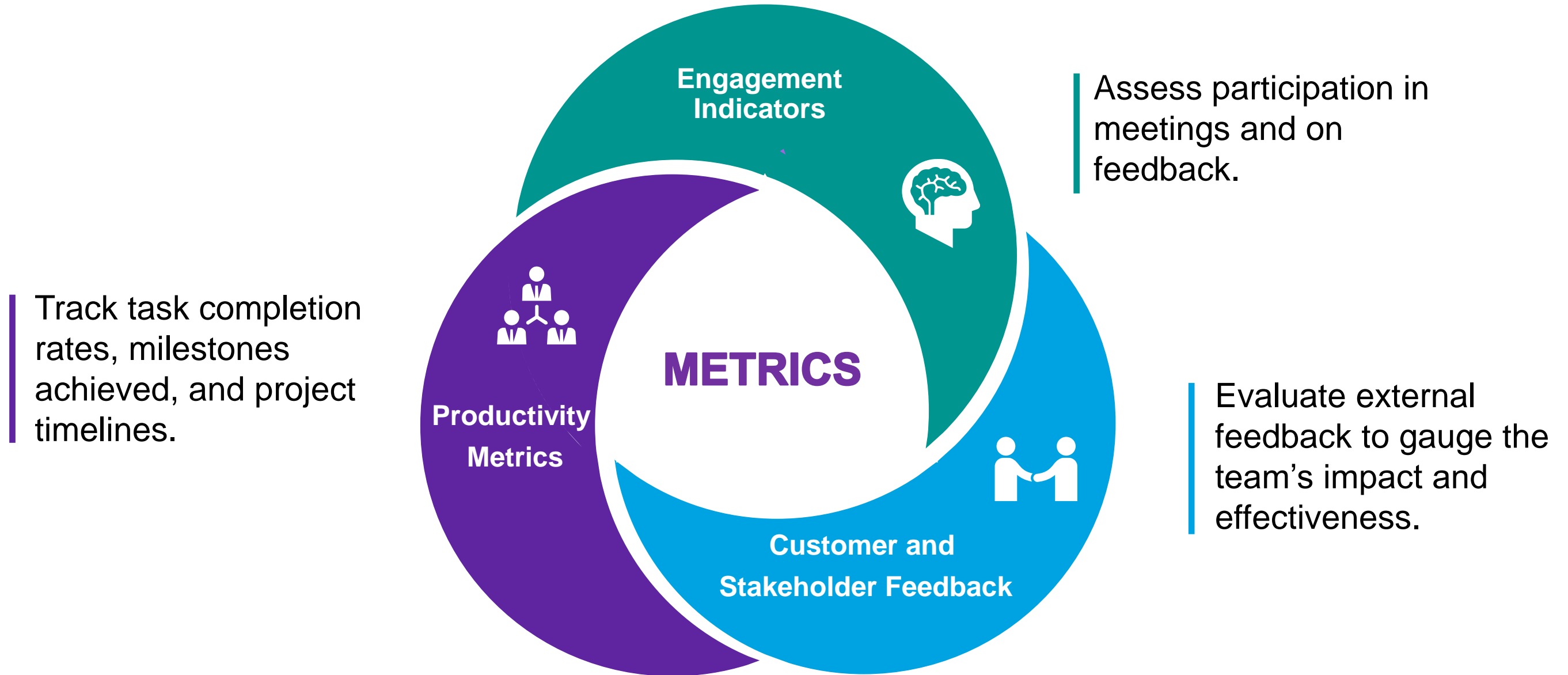
Ensure everyone has a voice, especially during the decision-making process.

Demonstrate flexibility and adaptability to inspire the team to do the same.

Share a compelling vision and provide clear goals for the team's direction.



Metrics for virtual team success



Key takeaways

The Tuckman model is universal

Its stages offer valuable insights for managing virtual and traditional teams alike.

Adapt strategies to context

Tailor approaches to your team's specific dynamics and challenges.

Leadership is key

Effective leadership ensures teams navigate challenges together and sustain high performance.



Q&A



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