



# Building a high-performance hybrid-remote team culture

*Improve outcomes, speed time to results, and sustain momentum with clear operating norms in this two-part workshop series*

Organizations moving to a hybrid-remote work model are struggling to address challenges like these:

- How can we minimize costly disruptions and delays?
- What values, beliefs and norms do we need to reconsider, and which aspects of our culture must we preserve at all costs?
- How can we attract, retain and engage the best and brightest in light of an increasingly mobile workforce?

In these interactive working sessions, participants will:

- Explore how shared team norms can lead to better outcomes while building trust and strengthening relationships
- Identify aspects of teamwork and collaboration where shared norms will be especially vital
- Recognize trust-building and trust-busting behaviors likely to affect team performance
- Examine how the concepts of fairness and psychological safety lead to more engagement and better performance
- Learn tips for creating a level playing field that enable all team members to contribute their best thinking
- Draft a set of norms for aspects of hybrid work that will be most important for your team



We customize each session to reflect the composition, culture and context of each client organization or team. A modest amount of prework is required to help us sharpen the focus of our conversations. The first workshop is designed to work for intact teams or for multiple teams with an organization. The second workshop, where participants will create draft norms and discuss needed changes and actions, is intended for intact teams.

Each working session runs about two hours, using a combination of large-group discussions, breakout groups and asynchronous work. We recommend a maximum of 20 participants per session to allow for open sharing. Participants will receive checklists, guides and examples to continue this work within their own teams.

If you want to create a high-performance hybrid-remote team capable of delivering great results, [please contact me](#) to set up a time to see how I might be able to help.

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