



Build trust, create a level playing field across hybrid-remote teams

Customized two-part interactive workshop series

Learn and apply practical tips for building relationships, cultivating trust and creating parity

The hybrid-remote team configuration can be the hardest for leaders to get right. That's because the potential for perceived inequity, unfairness and distrust is alarmingly high in areas such as:

- Ability to make social connections
- Proximity to power base
- Access to timely information
- Opportunities for professional development and career growth
- Visibility at high levels
- Giving and getting help

In this two-part interactive workshop series, participants will:

- Identify trust-building and trust-busting behaviors across a hybrid remote team
- Discover most typical sources of inequities
- Determine the most crucial steps to create a level playing field
- Learn the importance of explicit team norms for setting expectations, holding people accountable for "playing fair"
- Identify aspects of teamwork most important for this team
- Learn and apply guidelines for creating meaningful norms
- Draft starting principles in priority areas
- Agree on implications, needed changes, and ways to ensure accountability
- Map out a plan for next steps

We customize each workshop to reflect the composition, culture and context of each client organization or team. While intact teams are likely to experience the most immediate benefit, participants from multiple client teams may be able to cross-pollinate knowledge and expand networks.

Each workshop typically 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. We recommend spacing the workshops about one week apart so participants can pause, reflect and comment between sessions. All participants will receive checklists, guides and templates to continue this work as their workplace, team members, goals and organization evolve over time.

If you want to create a trusting environment across your hybrid-remote team that enables and encourages full participation by all regardless of work location, [please contact me](#) to set up a time to talk about how I might be able to help.



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for bottom-line results*

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