

# Leading Hybrid Teams



The way we work has changed in the past few years, hybrid teams have become the norm. The leaders are entrusted with the responsibilities of managing these teams, but they are often not equipped with the right tools to fulfill them. They may prioritize people or results, but may not know the trick to balance the two in a way that leads to win-win outcomes. This course will help leaders develop a framework-based strategy that makes them more impactful in enhancing performance, growth and commitment within their hybrid teams.

## Adapting to a new norm

Virtual teams face more challenges than co-located teams due to the very nature of their form. Being physically distanced from each other causes problems with communication and trust between team members. The reliance on technology to enable interactions and collaboration adds its own challenges. Leaders of virtual teams must be able to connect, enable and motivate their teams so that they can operate cohesively as a unit to achieve their goals.

## Key Takeaways

- Recognize the relevance of hybrid teams
- Understand the challenges faced by hybrid team members
- Construct a systematic approach to leading hybrid teams
- Enhance morale, cohesiveness and productivity of hybrid teams
- Apply learning in a simulated environment

## Course Outline

- Understanding the structure of hybrid teams
- Identifying the challenges that members and leaders of hybrid teams face
- Recognizing the key areas every leader of a hybrid team needs to focus on
- Deconstructing the in-simulation hybrid team's productivity and energy levels
- Developing the different ways in which leaders can help their hybrid teams through the DICED model

## Competencies Covered

- Drive for results
- Inclusivity
- Communication
- Empathy
- Delegation

## Learning Format



VILT  
(WEB BASED)



KNOLSKAPE's LHT simulation puts participants in the role of a leader of a hybrid team that has a tough target. The choices that participants make as they navigate the challenges in the simulation will shed light on the effective approaches they need to take with their hybrid team. The simulation focuses not only on the productivity of the hybrid team but also on how a leader's decisions can affect their teams' overall morale levels.