SIETAR Europa Cross Cultural Coffee Breaks
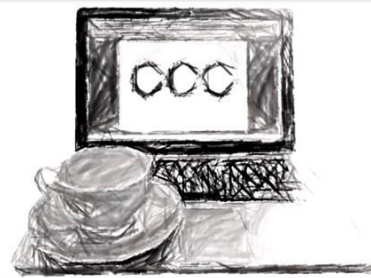Summary

Please save the date for our upcoming CCC Breaks. All dates are online here.

CCC-Break 6: 07.02.2020. Burning Question: How can we foster the sense of team belonging in a global virtual team?

Due to digitalisation and new virtual collaboration tools, today's business landscape changed tremendously as the number of global virtual teams (GVT) is constantly increasing due to technological progress. Over the past 10–15 years, virtual teams have developed from an "exotic" niche phenomenon to an established work design in many organisations. Concluding, most large companies, but also universities and research institutes rely on virtual teams at least to some extent. It is being argued that virtual teams require more disciplined management than conventional teams and that creating and maintaining trust in a GVT whose members transcend time, space, and culture is one of the most important aspects. Besides, current studies show that virtual leadership clearly requires specific strategies, suggesting that the disadvantages of virtual teams can be turned into advantages. This is what we want to look at during this Global Virtual Conference.

Aspects that we discussed during this CCCBreak which are important when it comes to create a sense of team-belonging and trust in a (global) virtual team included the following:

- **Important: foster chit-chat also in the virtual room, e.g. during virtual meetings**
- Use different communication platforms for different purposes, important to distinguish clearly what each communication channel/platform is for, e.g.:
    - a slack channel for team members just to post funny pictures of their workplaces that day, their way to work, their pets, themselves?
    - A WhatsApp Group for daily coffee pics?
- "Check-in point" on the agenda of each virtual meeting (**really** putting it on the agenda)
    - E.g. a question at the beginning of the meeting: what are you drinking now? everybody raises the cup/glass etc… and the question why do you like this drink?
    - "I-Message", as an excellent bridge building technique, allow others to share their own perspectives
- Make Video Recaps of virtual meetings (additional to written minutes)
- Use video messaging to build trust, e.g. www.loom.com
- Use the Slack app called Donut
- Play once a week/month an online game like QuizBreaker.com. there exists a free trial and a Slack integration to easily import your whole team. More online games here.
- Establish a virtual team platform (online space with pics of all team members and some more background info)

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- trust building and project management, e.g. using scrum to connect about the project but the trust was built before that with video calling (IT industry)
- Use the Johari window as a virtual teambuilding activity
- More platforms used in virtual teams:
    - https://dubb.com/ actionable video pages
    - https://www.bonjoro.com/
    - www.klaxoon.com: Vote, Brainstorm, Survey... Simple to use, Klaxoon fosters smart teamwork.

>>> Interested in our **follow-up interactive session 20.02.2020** about this topic, more information and registration online here!

📢 **Save the date:** IACCM Gobal Virtual Conference "**Conference Topic: Lost in connection? Global Virtual Teams in Research, Higher Education and Business**": 26.06.2020, Start app 14.00 CET ONLINE. info here. IACCM Newsletter subscription here.

Thanks for this summary of our CCC Break discussion to:

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Thanks for the intriguing discussions to our participants:

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