Solution

# Virtual Teams

## Communication – with virtual team members spread across many locations, finding a good meeting time can be difficult.

## Commitment – virtual team members often feel isolated and left out of the team conversations and decisions (because they are often isolated and left out of the team conversations and decisions). When that happens, they give up on the team. The team leader needs to ensure they stay connected and that their voice is heard and respected in the team.

## Motivation – virtual team members often do not see or feel the impact of their work. If they do not get regular feedback – both positive and negative – they soon wonder if anyone even cares what they do. Provide frequent feedback.

## Collaborative leadership – virtual teams often struggle to get everyone to collaborate because of the communication challenges. It is difficult to lead a virtual collaboration session and your team members may need training.

## Conflict resolution – the underlying cause of the conflict cannot be determined from this scenario, but conflict is definitely present. The arguing and accusations show that there is a problem. The team leader needs to practice a conflict resolution technique (I recommend GRPI) to find the real source of conflict and resolve it.