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5 secrets to managing a virtual team
By Yael Zofi on December 7th, 2011 | Comments (1)

Yael Zofi is founder and CEO of human capital consulting author of the new book "A Manager's Guide to Virtual Tea development work focuses on helping leaders and their te through organizational alignment. She has created many facilitated global team strategy retreats, designed interna programs and facilitated merger integrations with three

As a virtual manager, how can you tell if someone is really continually pushes back deadlines, are the reasons valid? H someone who is not fulfilling his or ponsibilities in you do if someone stops responding to your e-mails and p his or her desk? Is this team member lost, missing or just

Many clients tell me that the virtual environment makes it Some members may take advantage of the lack of daily ove phrase "lost riders." The first clue is that deadlines are con deliverables aren't produced for days, weeks or months.

The critical time to notice situations that could lead to pot phase of a new project or when a new member joins the te problem, follow these helpful tips to resolve them.

Tips for handling lost riders:

Have short-term goals and deliverables. That w **Bring issues to light as soon as you discover th** members involved.
Come up with techniques to deal with people w can prevent this behavior by creating team rules early you are first assigned to an existing virtual team. If te can bring these issues to light as soon as they occur. manufacturing team I coached set up an effective pro team rules for acceptable and unacceptable behavior communication, conflict management, meeting mana decision-making. Every team member understood an
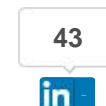
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Develop availability standards. Team members s hours as well as how often voice mail, e-mail and int establish a standard for how quickly to respond to ea availability standards on the team's website or in a sh of establishing availability standards is that they act a team trust.

Have a clear performance plan, including esca team. Follow through when someone becomes unres

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Handling this vexing issue of "lost riders" requires constan But if you follow through on the simple tips listed above, y maximum participation and a better chance to meet deadl way.

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