KNOLSKAPE

Leading
L
Virtual
V
Teams
T

16th November 2021
Product Launch

Solving the **Digital Talent Crisis Through Experiential Learning**

Traditional learning models are falling short in the digital age. We need a breakthrough approach that accelerates employee transformation and builds digital mindsets at scale.

KNOLSKAPE's **Rapid Upskilling Approach**

For the Learner

Inspire confidence and build future-ready capabilities through a large portfolio of award-winning simulations and experiential courses

For the Organization

Deliver transformational talent programs at scale and provide in-depth talent analytics through a cutting-edge Talent Intelligence platform

IBM Global Entrepreneur

Great Place To Work® Certified NOV 2018–OCT 2019 INDIA

2019 TOP 20 COMPANY GAMIFICATION TRAINING INDUSTRY

Bersin by **Deloitte.**

Brandon Hall GROUP HCM EXCELLENCE AWARDS GOLD EXCELLENCE IN LEADERSHIP DEVELOPMENT 2017

KNOLSKAPE

Preparing **Future-Ready** Talent

To Win in the Digital Age, Leaders must achieve mastery in Leading Now and Next

Leading Now

For Accelerating Leadership Transformation

Comprehensive suite of learning products and journeys aligned with 100+ leadership competencies

Leading Next

For Building Digital Mindsets

Cutting-edge portfolio of future-focused learning products and journeys to build digital mindsets, skill-sets and cultures

KNOLSKAPE

World's Best Brands Trust Us For Developing
Future-Ready Talent

Deloitte. Colgate ABB amazon CISCO BOSCH KPMG

twitter Bank of America accenture P&G Microsoft BARCLAYS Unilever

SONY SIEMENS SAMSUNG AXA EY Building a better working world PHILIPS Lighting

Schneider Electric future group india tomorrow gsk GlaxoSmithKline lifestyle kotak Life Insurance pnb Housing Finance Limited

300+ leading organizations across 75 countries

Strategic partnerships with B-schools and Top-Tier Consulting Firms

400,000 learners in a year

KNOLSKAPE

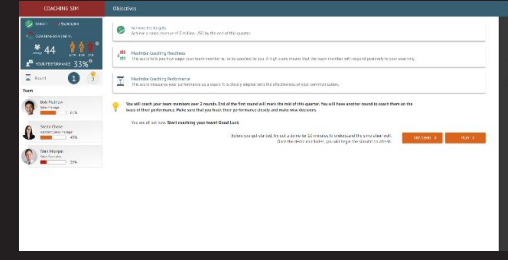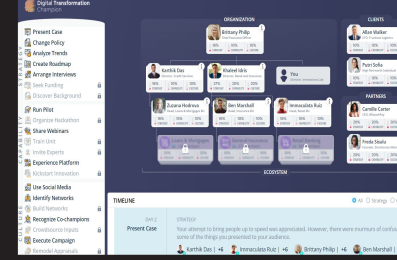# Extensive Portfolio Of **Simulations and Experiential Courses**

Leading Teams
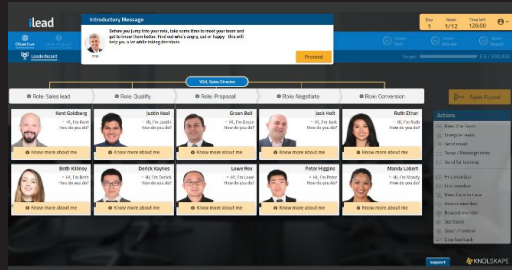
Design Thinking
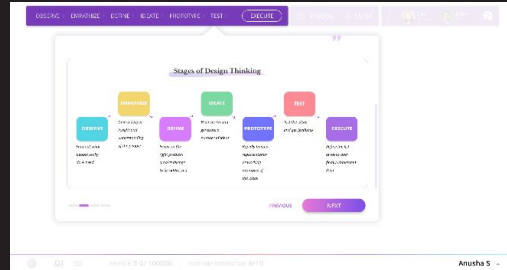
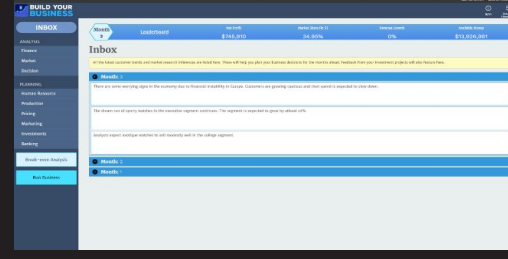**Critical Thinking**

Coaching

Digital Transformation

Leading Change
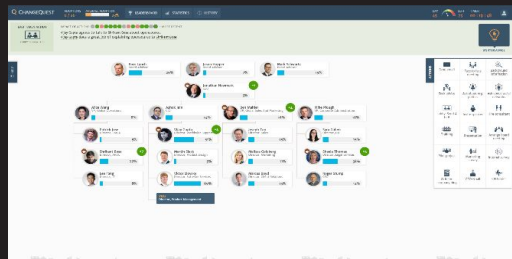
Agile
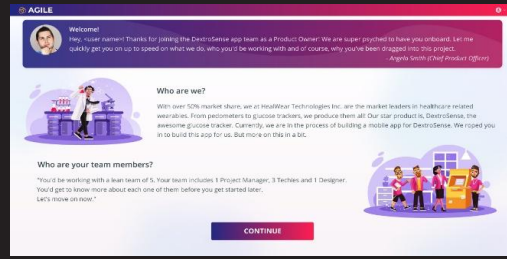
Business Acumen

Happiness @ Work
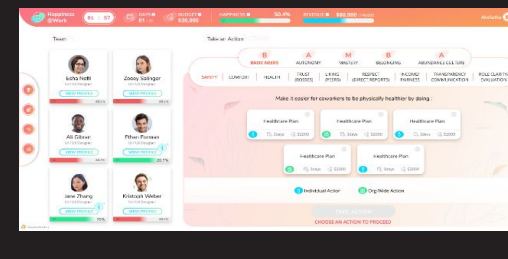
Kompose
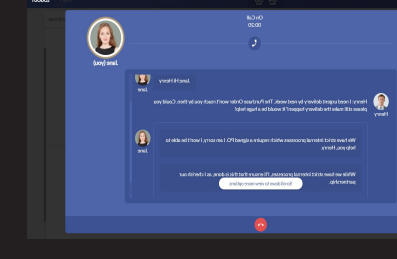
Building Trust

Planning and Organizing
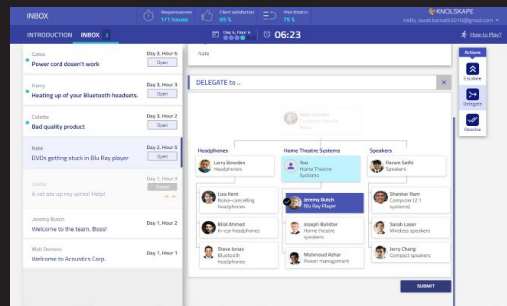
Sales Acumen
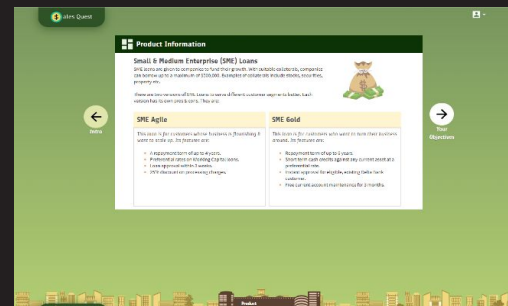
Data Visualization
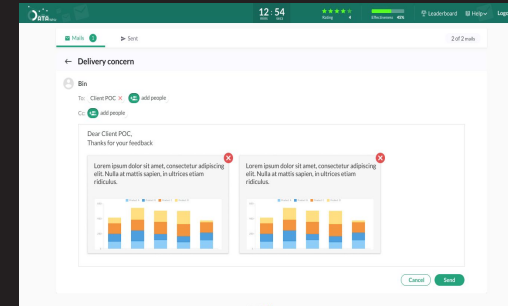
KNOLSKAPE

Talent Intelligence

KNOLSKAPE's Talent Intelligence provides in-depth analytics and reporting with detailed insights at both the learner and organization levels across the domains of product, platform and people.
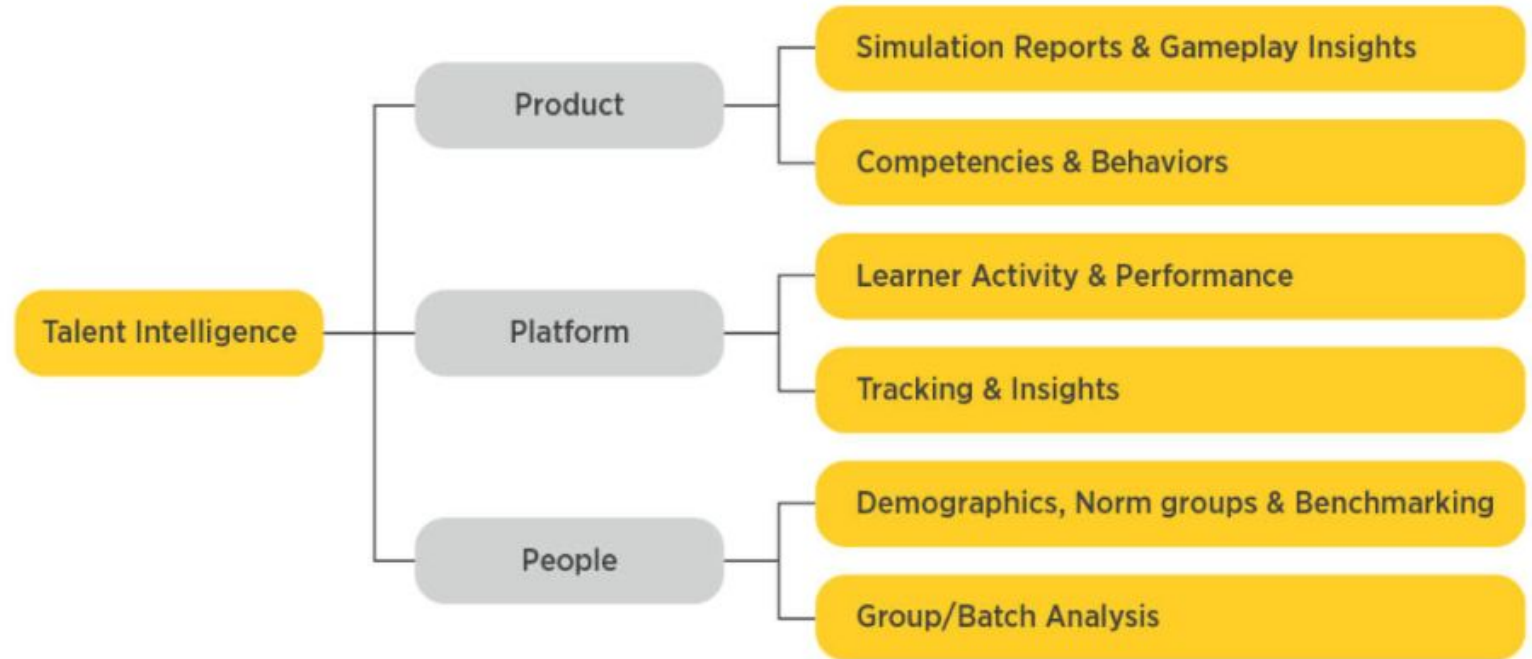
- Provides organizations an understanding of their leaders' engagement levels, performance & potential

- Generates benchmarking scores across business units, organizations and industries

- Helps leaders gain insights on their readiness levels

KNOLSKAPE

About the **Simulation**
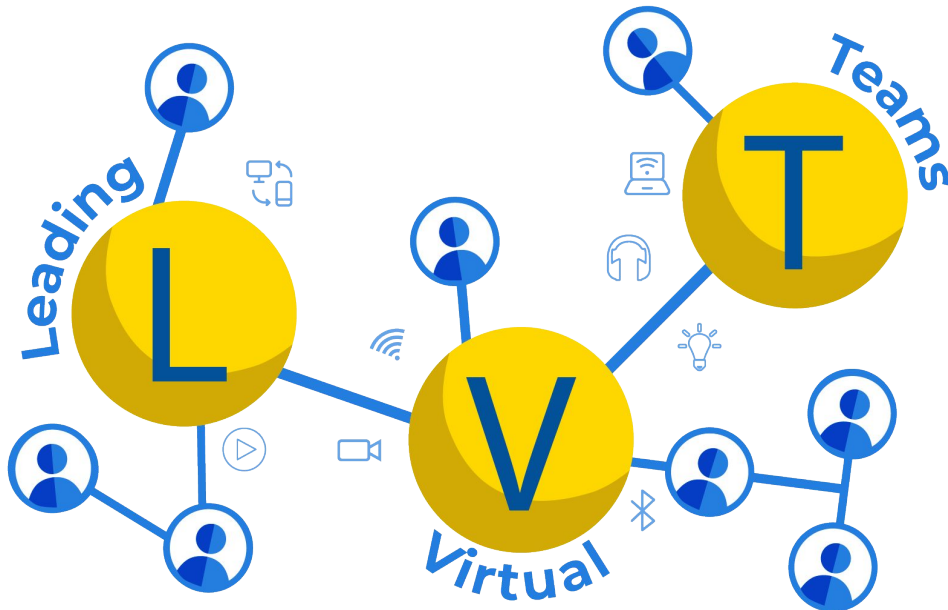
KNOLSKAPE's LVT simulation puts participants in the role of a leader of a globally distributed team that's given a tough target. The choices that participants make as they navigate the challenges in the simulation will shed light on the effective approaches they need to take with a virtual team. The simulation focuses not only on the productivity of virtual teams but also on how a leader's decisions can affect their teams' overall energy levels.

Value Proposition:

- Provides an immersive, experiential learning platform for discovering how to lead virtual teams.

- Helps companies create a culture of successful virtual working.

- Gives organizations the means and tools to get the most out of their virtual teams.

"Remember to enjoy the freedom of being able to work from anywhere and the flexibility to adapt your work to your life rather than the other way around."
— **Alex Muench, *CTO - GG Leagues***

KNOLSKAPE

Outcomes

- Define virtual team structures and their salient points

- Understand the challenges faced by virtual team members

- Construct a systematic approach to leading virtual teams

- Enhance morale, cohesiveness and productivity of virtual teams

LEARNING OUTCOMES

BUSINESS OUTCOMES

- Develop and scale high performance virtual teams at all levels in an organization

- Leverage the benefits of tapping into a global talent pool with remote working

- Harness the power of having diversity and inclusion in teams

- Enhance morale and compliance while reducing attrition

KNOLSKAPE

Use Cases

- Leadership Journey for a first-time manager.

- Leadership upskilling for a middle manager/ leader who is leading a virtual team for the first time.

- Leadership training for Managers who want to build successful virtual and hybrid teams.

- Organization Culture - Inculcating an effective appreciation for virtual teams and their working.

Possible Journey

Leading Teams using Contextual Team Leadership	Leading Virtual Teams Effectively	Coaching for Performance
Simulation driven - **iLead**	Simulation driven - **Leading Virtual Teams**	Simulation driven - **Coaching**

KNOLSKAPE

Concepts and Frameworks

Competencies Covered

| Drive for results	Inclusivity	Communication	Empathy	Delegation
Enroll team members into working towards individual and collective goals	Engage team members in a way that makes them feel seen, heard and involved	Demonstrate and foster effective communication with and between team members	Understand and respond to team members' needs and feelings accurately	Entrust the right task to the right person at the right time in the right manner

KNOLSKAPE

Report

Overall Leadership Score

This reflects your ability to lead your virtual team through the right mix of focusing on results and communication, ensuring inclusivity and belonging, and demonstrating empathy and trust.

9 RoleModel

Novice (1,2) Emerging (3,4) Competent (5,6) Proficient (7,8) Role Model (9,10)
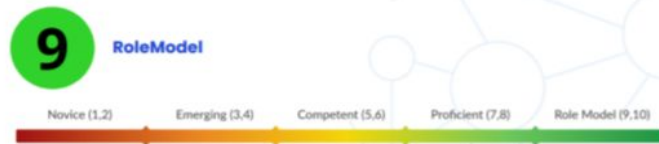
Your strong grasp of the fundamentals of leading virtual teams helped you make the right choices when it came to enhancing your team's productivity as well as energy levels. Congratulations!

Your overall score is just the tip of the iceberg. As you go through the report, reflect on how the outcomes could have been different if you had acted differently.

Your Objectives

Sourcing 83.7%

Fulfilment Level 70%

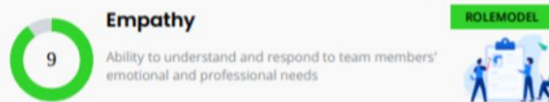Well done! Your team has exceeded its target!

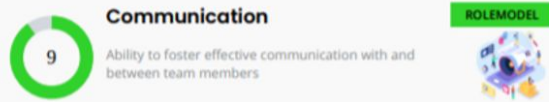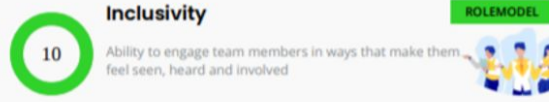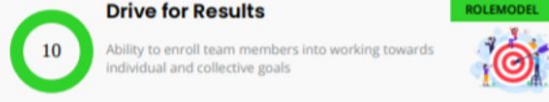**Energy** 4.5

★★★★½

Level 3

Wow! You really energized the team and they are raring to tackle whatever challenges are thrown at them!

3 KNOLSKAPE

Competencies

A measure of your ability to lead your virtual team to success using the DICED framework.

Novice (1,2) Emerging (3,4) Competent (5,6) Proficient (7,8) Role Model (9,10)

Drive for Results — ROLEMODEL
10 Ability to enroll team members into working towards individual and collective goals

Inclusivity — ROLEMODEL
10 Ability to engage team members in ways that make them feel seen, heard and involved

Communication — ROLEMODEL
9 Ability to foster effective communication with and between team members

Empathy — ROLEMODEL
9 Ability to understand and respond to team members' emotional and professional needs

Delegation — PROFICIENT
8 Ability to entrust the right task to the right person at the right time in the right manner

4 KNOLSKAPE

Communication

9 ROLEMODEL

Remote teams often face communication challenges due to the limitations of electronic interaction. Cues like body language are mostly invisible to others. Leaders of remote teams must ensure that their teams have both the soft and the technical skills to communicate effectively. Leaders also need to drive mutual respect and etiquette in communication through clear protocols for greeting, listening, seeking, clarifying and acknowledging.

Good going! You communicated effectively with your team members by interacting with them using the right mode and the right tone. You led by example.

Empathy

9 ROLEMODEL

Physical separation can also lead to emotional distancing between the members of a remote team. Leaders need to keep their fingers on the pulse of the team and know when to push, when to let go and when to support. Leaders can show empathy by adopting a mentoring approach that focuses on connecting, understanding and adjusting, instead of a disciplining approach that ignores the root causes of their team members' behaviors.

Your team was lucky to have a leader as empathetic as you were. Your approach with them underscored your appreciation of their problems, and built empathy within the team. You were able to show them that you care. Keep it up!

6 KNOLSKAPE

KNOLSKAPE

To experience is to learn.
Everything else is just information.

———

Look Forward to Partnering With You

KNOLSKAPE

Get in touch with us!