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Headshot photo: (.jpg file attached)



Title of Module --

Collaborative Tools for Distributed Teams: Consciously Enabling High-Performing Organizational Cultures across Geographical, Organizational and Functional Boundaries

This module is designed for those who want to:

- Create and lead highly productive, engaged teams that cross geographical, organizational, or functional boundaries
- Intentionally design and select collaborative tools to sustain and promote a high-performing organizational culture when teams aren't co-located

This module is designed for those whose responsibilities include:

Team Leadership, Project Management, Learning and Development, Lean Management, Stakeholder Engagement, Organizational Development, Change Management, Human Resources, Culture Change, Business Process Management, Talent Management, C-Suite Leadership, Entrepreneurship, Intrapreneurship, Business Development, Strategic Alliances

Detailed module description:

The module will start with a short presentation describing challenges and opportunities associated with building high-performing organizational cultures across geographical, organizational, or functional boundaries.

The presentation will explain how to employ key components of Design Thinking to identify and address both the challenges and opportunities when members of teams aren't co-located, work for different organizations, or perform different functions. In addition, the presentation will provide a survey of the categories of tools that enable collaboration across boundaries.

After the presentation, participants will engage in a Design Thinking group activity to understand and delineate the needs of individual members of distributed teams as well as the needs of the teams and organizations themselves. Based on Design Thinking analysis, each team will select collaborative tools to promote and sustain a high-performing organizational culture for that particular organizational scenario.

To conclude the activity, each team will share the results of their Design Thinking analysis and their subsequent selection of tools. Each team will be asked to share the rationale behind their selections and how the tools they chose will be used to facilitate collaboration and support a sustainable organizational culture.

Presentation style: This 90-minute module is primarily experiential with a short presentation at the beginning followed by an interactive team exercise. The module will end with a presentation by each team, sharing the results of their team activity.

Key takeaways for participants are:

- Be able to identify and address specific cultural discontinuities and challenges in supporting collaboration across geographical, organizational, or functional boundaries
- Learn how to apply Design Thinking to select practices and enabling tools that foster a high-performing collaborative culture among distributed team members
- Understand how to use collaborative tools in an intentional way that builds trust and a sustainable organizational culture.