

Team Building and Follow-up Coaching for the [Company] Worldwide Project Team

Background:	<p>[Software] is a networking tool supporting researchers working outside of Europe who wish to connect or stay connected with Europe. It is an initiative of the European Commission. The [software] project team members are based in Germany, Singapore, Thailand, Brazil, China, India, Japan and the USA. Team members are originally from China, France, Germany, Great Britain, Iceland, India, Spain (Basque Region), Slovakia and the USA. The original team size was 8, additional members joined gradually and a local assistant will soon start supporting the project in Japan and S-Korea. All countries are staffed with a country representative and a local assistant. Different roles, responsibilities, local contexts, cultural backgrounds and mainly virtual collaboration are challenging the team.</p>
Participants:	All team members and the project coordinator.
Objectives:	<p>The proposed measures aim at unleashing the teams' potential by focusing on the teams' strengths.</p> <p>Team members ...</p> <ul style="list-style-type: none">• become aware that different roles and cultural contexts lead to different perceptions• understand how different perceptions influence the communication amongst team members.• become acquainted with basic tool-sets which shall enable the team to give constructive feedback and to deal with conflict situations• engage in a process of developing an enriched team culture
Content:	<p>In order to prioritize and adapt the contents to the specific needs of the team, we propose interviews and an online questionnaire prior to the workshop. The following suggestions may thus be modified.</p> <ul style="list-style-type: none">• How can diversity, work challenges and conflicts within the team foster future development?• How can we communicate effectively?• What can we do to enrich our team culture?

Methods:	<p>Interviews, pre-workshop questionnaires, project coordinators' introductory speech, facilitators' inputs, group-work, plenary sessions, exercises.</p> <p>In order to assure a sustainable impact, we propose follow-up coaching for the project coordinator and for the team members</p>
Workshop Duration:	1 day
Coaching Duration:	1 hour per session, max. 3 hours
Coaching Venue:	<p>Project coordinator and management team: Germany</p> <p>Team members: Videoconference</p>
Services:	<p>1) Preparation</p> <p>Needs assessment with project coordinator</p> <p>Submitting first draft of proposal</p> <p>Submitting adapted proposal</p> <p>Interviews with experienced team members</p> <p>Co-designing project coordinator's introductory speech</p> <p>Designing customised curriculum</p> <p>Facilitating pre-workshop questionnaire</p> <p>2) Delivery of Workshop</p> <p>3) Follow up</p> <p>Assessment of success with project coordinator</p> <p>Follow-up coaching for project coordinator</p> <p>Follow-up coaching for team members</p>

Please note that this proposal is a first draft. I hope it meets your high expectations. We are ready to adapt it further according to your feedback. Thank you for your interest in cooperating with us!

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