Top tips for effective succession planning

Changes in our market place have led to a skills shortage in our economy, but what does this mean exactly?

Heads in the Cloud? – How to manage a virtual team
As technology progresses and businesses grow, more and more people are working within virtual teams.
which time he led the firm’s growth from a regional UK law firm to become the world’s largest global law firm, eventually becoming the firm’s Global Ambassador.

Sir Nigel retired from DLA Piper in May 2017, and is now Chairman of International law firm, DWF LLP. Sir Nigel served as the High Sheriff of Greater London in 2016, was Chairman of Sheffield City Region LEP and a Council member of The Prince’s Trust and is a Non-Executive Director and investor in a number of small, high growth potential professional services organisations.

Other contributors to our blog

Christopher Alcock
Non-Executive Director

Nigel Brewster
Partner and Chief Executive

Rachel Hannan
Non-Executive Director
As technology progresses and businesses grow, more and more people are working within virtual teams. This could mean that they are only a few miles down the road from one another at different sites, or it could be that they are at the opposite ends of the world in a different time zone. We expect that by the end of this decade, a large percentage of organisations will integrate virtual teams into most departmental operations.

This could mean that a manager never gets to actually meet their team – a daunting thought for some. Training is more important than ever in these situations, nothing can be left to chance. To ensure the effective running of their team, managers need to ensure that their staff fully understand the essential components to keeping a virtual team together:

1. Time zone management

With teams potentially all over the world, it is pivotal that staff factor in the difference in time zones. Team members must know how to arrange a meeting in another time zone and how to effectively communicate with a colleague about time-sensitive issues. Misunderstanding a
2. Collaboration, collaboration, collaboration

Having the right technology can mean that teams work together seamlessly; making use of instant messaging, videoconferencing and social networks to converse in real time. This can help to build team morale, respect between colleagues, and a real community feeling, which leads to building stronger working relationships, and more effective team collaboration.

3. Pick up the phone

Team members need to understand the importance of simply picking up the phone when it’s needed. This may be to talk through conflicts, iron out any work issues, or to learn more about their colleagues. This is especially important with a new team member as it will aid in building bonds between staff and maintaining a clear, open channel of communication.

4. Clearly set agendas

Every meeting should have a clear agenda and be timed appropriately. Discussion time is built in to allow for input, discussion, and consensus. Sensible ground rules (like reducing ambient noise, no emails during the call, etc.) keep the group focused and on track. From a managerial point of view, this requires a lot of preparation in the background, but if done correctly could have monumental benefits to the team’s productivity.

To measure success and improvement points, leaders should actively measure the efficiency of their virtual teams. The usual management metrics of organisational KPIs, team targets, individual goals, and defined processes and procedures are equally appropriate for virtual teams.

It’s important to always recognise that virtual teams operate very differently to those based in a physical office, however if looked after correctly, adopting the above techniques, they can function just as successfully.

Share This Post

https://www.brewsterpartners.co.uk/blog/sir-nigel-knowles/heads-in-the-cloud-how-to-manage-a-virtual-team
Heads in the Cloud? – How to manage a virtual team

Sir Nigel Knowles
Chairman

Sir Nigel became Chairman of Brewster Partners in 2019. A qualified lawyer and originally from Sheffield, Sir Nigel was DLA Piper’s CEO and Managing Partner, between 1996 and 2016, during which time he led the firm’s growth from a regional UK law firm to become the world’s largest global business law firm, eventually becoming the firm’s Global Ambassador.

Sir Nigel retired from DLA Piper in May 2017, and is now Chairman of International law firm, DWF LLP. Sir Nigel served as the High Sheriff of Greater London in 2016, was Chairman of Sheffield City Region LEP and a Council member of The Prince’s Trust and is a Non-Executive Director and investor in a number of small, high growth potential professional services organisations.

Other contributors to our blog

Christopher Alcock
Non-Executive Director

https://www.brewsterpartners.co.uk/blog/sir-nigel-knowles/heads-in-the-cloud-how-to-manage-a-virtual-team
Heads in the Cloud? – How to manage a virtual team

https://www.brewsterpartners.co.uk/blog/sir-nigel-knowles/heads-in-the-cloud-how-to-manage-a-virtual-team

Rachel Hannan
Non-Executive Director

Refer a friend and earn over £500
Learn more

Brewster Partners Recruitment Group (formerly known as Brewster Pratap) is a trading name of City Road Limited Company Registered in England 04842988

Doncaster | Sheffield | Leeds | Cookies | Data protection policy | Website privacy statement
| Candidate privacy policy

Branding and website designed by Northern Central Design Unit ©2021 - All rights reserved