

# Creating Inclusive Virtual Teams

It's widely acknowledged that creating an inclusive team environment, where every team member feels welcomed and valued, plays a crucial part in helping a team perform to its maximum potential. A team that actively embraces diversity – in all its forms – will be more creative and productive than its more narrowly focused counterpart.

However, creating and maintaining an inclusive team environment can be more challenging in a virtual environment than in a physical one. As conversations take place and relationships are created in different ways to how they were before, leaders have to be alert to just how inclusive their teams really are.

## Description

This topic, aimed at leaders at all grades, is closely linked to the concept of Civil Service teaming that was being embedded across the organisation before the Covid-19 pandemic emerged. Teaming is about teams coming together and working towards a common goal; building capability and trust; and improving performance. From a leadership perspective, this means encouraging team members to take greater responsibility for their team's resilience, performance and their ability to cope with challenges.

Inclusivity is an important consideration within teaming. It helps to strengthen relationships, foster open conversations and build trust between all team members. Leaders who can deliver this in a virtual environment will help their teams better appreciate the skills and strengths that every single individual brings to the group.

## What does it involve?

This is a 90 minute virtual workshop in which you'll explore the barriers to inclusion that virtual working can create and how to overcome them.

You'll take part in practical exercises to understand how power can shift within a team's working environment and the different ways in which high quality relationships can be established. You'll also learn about mitigating the impact of corrosive connections. These are negative and damaging relationships which can arise from mistrust and disrespect, leaving team members feeling drained, stressed and anxious.

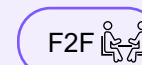
## What's the outcome?

By completing this topic, you'll understand how to maintain, or even increase, inclusion within your teams, despite the barriers of working virtually. You'll develop the skills needed to observe the power dynamics and patterns of behaviour within a team. Aware of how this is driven by the psychology of people's strengths and motivations, you'll understand how to respond accordingly. Equipped with the techniques for building positive, trusted relationships between team members, you'll also know how to handle those 'corrosive connections' that might otherwise damage team inclusion.

## Learning activities



### Delivery method:



### Estimated learning time:

90 minutes

## How to book

[bookings.governmentcampus.co.uk](https://bookings.governmentcampus.co.uk)

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