

Leading Teams in a Hybrid Workplace

As offices reopen and organizations embrace flexible work arrangements, managers need to be prepared to lead hybrid teams. Develop the skills your leaders need to ensure their teams are engaged and high performing—and not burned out—no matter where or when they work.



Team Effectiveness Factors Insight Tools

Gain awareness of a team leader's and team members' strengths against six factors for team success.



Build Skills with High-Impact Courses

Develop critical skills in:

- Communication: Connect Through Conversations
- Leading Teams: Achieve More Together
- Executing Strategy at the Frontline

All courses can be delivered on-site or in a virtual classroom. The Communication course is also available as an online self-paced course.



Boost Learning with Online Microcourses

Boost skills in minutes with bite-sized, digital experiences:

- Building Trust in Your Work Environment
- Ensuring Your Team Avoids Burnout
- Everyday Engagers
- Finding Control During Change
- Leading Teams Virtually
- Leading Virtual Meetings



Sustain with On-Demand Development Tools

Sustain learning and apply skills with interactive support tools on DDI's Pinpoint platform:

- Team Charter Worksheet
- Where Does My Team Spend Time?
- How Inclusive Are You?
- Microgame: Is Empathy Boss?

- Need to build more skills? Want to enhance with more tools? DDI can work with you to co-create a custom experience unique to your organization. -

Program Overview

Build Skills with High-Impact Courses

Communication: Connect Through Conversations

This course highlights to leaders that engaging the “head”—the business outcome of the conversation—is just as critical as recognizing and addressing the “heart”—people’s feelings, such as being respected or appreciated. Leaders will recognize the role of emotional intelligence in success as a leader as they develop foundational leadership skills that apply to the wide range of workplace situations they must handle.

Leading Teams: Achieve More Together

This course develops awareness of a team’s practical and personal needs through six factors of team performance. Learners experience an immersive, interactive exercise in which they diagnose problems of several teams in a fictitious organization and recommend steps the teams’ leaders can take to move toward optimal team performance. Learners apply this new understanding to their workplace teams and leave the session with a plan for moving forward.

Executing Strategy at the Frontline

This course introduces three key elements of executing strategy at the frontline: focus, measurement, and accountability. Leaders learn how to focus on the few most critical priorities, to measure progress toward the accomplishment of these priorities, and to hold themselves and their team members accountable against the metrics. They will also explore best practices for accountability, such as determining and communicating accountability—including consequences.

Boost Skills with Microcourses

Building Trust in Your Work Environment

Although leaders can see how others’ behavior affects trust in the organization, they might not recognize how their own behavior influences trust. Building trust is a gradual process, one interaction at a time. Leaders can build (or repair) relationships with the right behaviors to develop trust and boost job performance.

Ensuring Your Team Avoids Burnout

The speed of work and ever-increasing demands on employees’ talents and time can leave them burned out and, possibly, on their way out. Leaders can pivot to prevent team burnout, but they often won’t know what to look for or how to address it before it escalates.

Everyday Engagers

People need to feel satisfied with their jobs, but even a leader’s best intentions can’t guarantee that their team is truly engaged. If people feel disconnected, they might not perform at their best. Evaluating engagement efforts and demonstrating simple but powerful everyday actions will help to motivate and engage team members as well as leaders themselves.

Finding Control During Change

Change can be many things—energizing, confusing, exciting, daunting. One thing is for sure—the element of the unknown that can leave leaders feeling disoriented, even lost. When a situation seems out of control, leaders can make traction through change by identifying areas they can control, or at least influence.

Leading Teams Virtually

Team members may have never or rarely met in person. Do they feel isolated, confused, insecure? Do their leaders? Even with the challenges of working remotely, leaders can enable their team to achieve optimal performance. By recognizing the challenges of virtual teams and factors for team success, leaders can improve how their teams perform.

Leading Virtual Meetings

In today’s global economy, virtual meetings are more frequent than ever. Whether you need to find an alternative for a face-to-face meeting or you must regularly communicate with distributed or remote employees, leading your meetings effectively—using process and personal techniques—is critical for team collaboration and decision making.