



corporate training options

About Us

Our mission at CTO is empowering people through learning that drives lasting growth and organisational success.

With that focus, we provide high-quality, practical training designed to help individuals and organisations build skills, improve performance and adapt to an ever changing business environment.

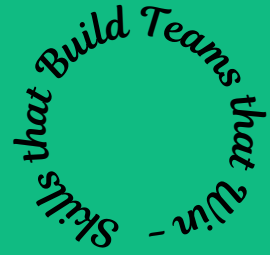
With experienced trainers and flexible delivery options, CTO provides engaging, results-focused learning designed to strengthen capability and support long-term business success.

*“Hope is NOT a
Development Plan.”*

Leading Virtual Teams

Other Leadership Courses

- Change Management - Leading through Organisational Change
- Building a Committed Workplace
- Strategic Planning
- Learning to Lead
- Team Building
- Excellence in Supervision
- Coaching for Development
- Effective Communication



Contact Us

We would love to collaborate with you



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*Our trainers are located all across
Australia.*



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Leadership: Leading Virtual Teams

The Challenge

Leading remote and hybrid teams requires different skills than the traditional in-person leadership. Distance creates communication gaps, makes building trust harder and complicates performance management. Many leaders struggle to maintain team cohesion, productivity and engagement when they can't see their team daily. Virtual leadership isn't optional anymore—it's essential.



What you will Learn

- ✓ Build trust and connection in virtual team environments
- ✓ Communicate effectively across digital channels and time zones
- ✓ Manage performance when you can't observe work directly
- ✓ Run productive virtual meetings that engage rather than drain
- ✓ Create team culture and collaboration remotely
- ✓ Support remote employee wellbeing and prevent isolation
- ✓ Use technology to enable rather than hinder team effectiveness

Who should Attend

This contemporary program is designed for leaders managing remote, hybrid or distributed teams in today's work environment. Ideal participants include:

- Managers of remote or hybrid teams
- Leaders of geographically distributed teams
- Project managers coordinating virtual collaboration
- Traditional leaders transitioning to remote leadership

Course Delivery

- Online via Microsoft Teams
- Onsite at your Workplace
- Hybrid (combination of both)

Duration

- Full Day Course

Group Sizes

Our prices are based on group sizes and not per person (the more the merrier)

- 1 - 3 trainees
- 4 - 15 trainees
- 16 - 20 trainees

Pre Requisites

None - Open to all

Course Modules

Module 1. The Virtual Leadership shift

- Why leading remotely requires a fundamentally different approach
- What traditional leadership assumptions break down across distance
- The unique challenges of remote, hybrid and distributed team environments
- Honest self-assessment - which virtual leadership skills need your attention most

Module 2. Building Trust and Connection without physical presence

- Why trust is harder to build virtually and more critical than ever
- The behaviours that signal reliability, consistency and care from a distance
- Creating genuine human connection when screens replace face-to-face interaction
- Avoiding the out-of-sight, out-of-mind trap for both leaders and team members

Module 3. Communicating Effectively across digital channels

- Choosing the right channel for the right conversation. When to call, message or meet
- Communicating with clarity when tone, body language and context are harder to read
- Managing communication across different time zones without burning people out
- Preventing the information gaps and assumptions that distance creates

Module 4. Managing performance without direct observation

- Shifting from monitoring presence to measuring output and outcomes
- Setting clear expectations when you can't see the work happening in real time
- Having performance conversations that are direct, fair and effective remotely
- Identifying underperformance early when the visible cues are limited or absent

Module 5. Running Virtual meetings that engage rather than Drain

- Why so many virtual meetings fail and what leaders can do differently
- Structuring meetings that have clear purpose, participation and outcomes
- Practical techniques for keeping remote participants engaged and contributing
- Knowing when a meeting is the right tool and when it absolutely isn't

Module 6. Creating Team culture and Collaboration remotely

- Why culture doesn't maintain itself across distance without deliberate effort
- Building shared identity, norms and ways of working in a virtual environment
- Fostering genuine collaboration when people rarely or never share physical space
- Celebrating wins, marking milestones and maintaining team rituals from afar

Module 7. Supporting Wellbeing and preventing isolation

- The hidden toll of remote work - loneliness, overwork and blurred boundaries
- Recognising the signs that a team member is struggling before it becomes a crisis
- Creating regular touchpoints that feel supportive rather than supervisory
- Balancing flexibility with the human need for connection and belonging

Module 8. Using Technology to Enable, not hinder Team Effectiveness

- Moving beyond video calls, the tools that genuinely improve virtual teamwork
- Building shared systems and workflows that create clarity and reduce friction
- Avoiding technology overload and the fatigue that comes with constant connectivity
- Developing your team's digital capability so tools become an advantage not a burden

Elevate and Empower -
educate,