



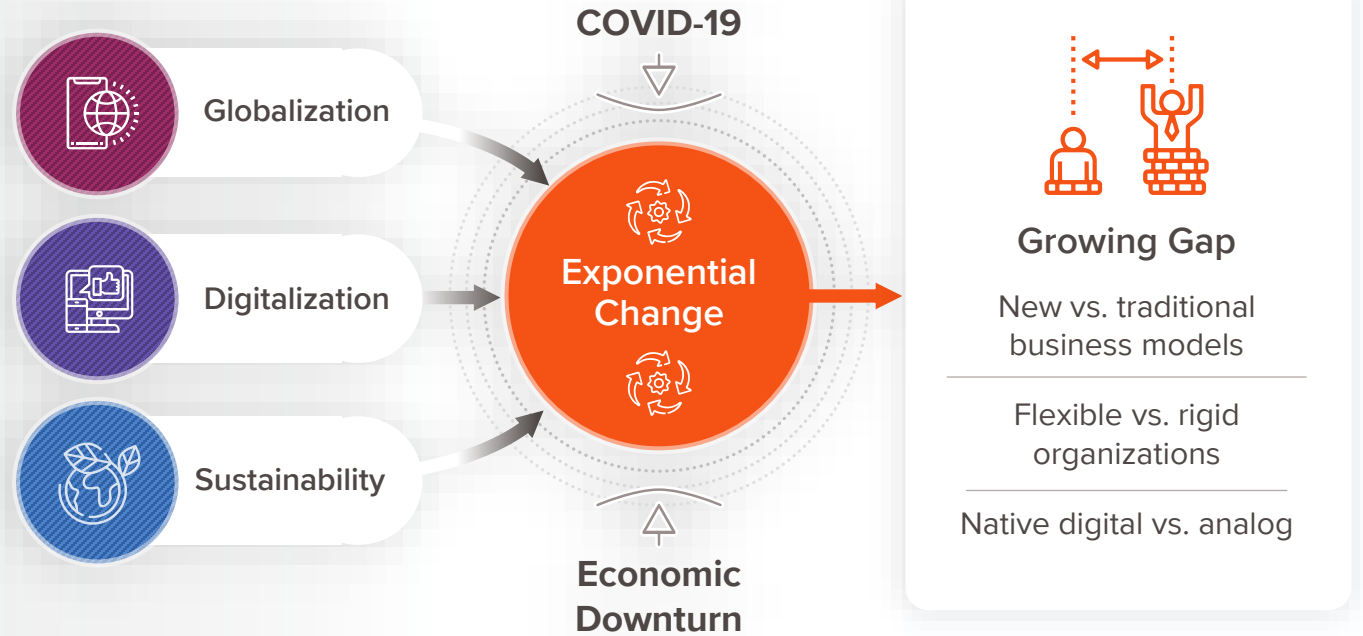
# VIRTUAL ORGANIZATION

Digitalization and  
innovation for the ultimate  
competitive edge

A New Context

# Embrace the new context to transform and thrive

Exponential change has been taken to the next level by the pandemic, creating an opportunity for bold leaders to define the new paradigm and come out faster and stronger.



Why

How

Virtual Organization Solution

**Unleash  
innovation and  
entrepreneurship  
across the  
organization**



Gain enterprise agility and boost employee engagement by unlocking the potential of remote teams and virtual work



Define the strategic vision for remote and face-to-face mix



Help managers to delegate in distributed teams



Promote virtual high-quality conversations



Embrace New Ways of Working and digital tools

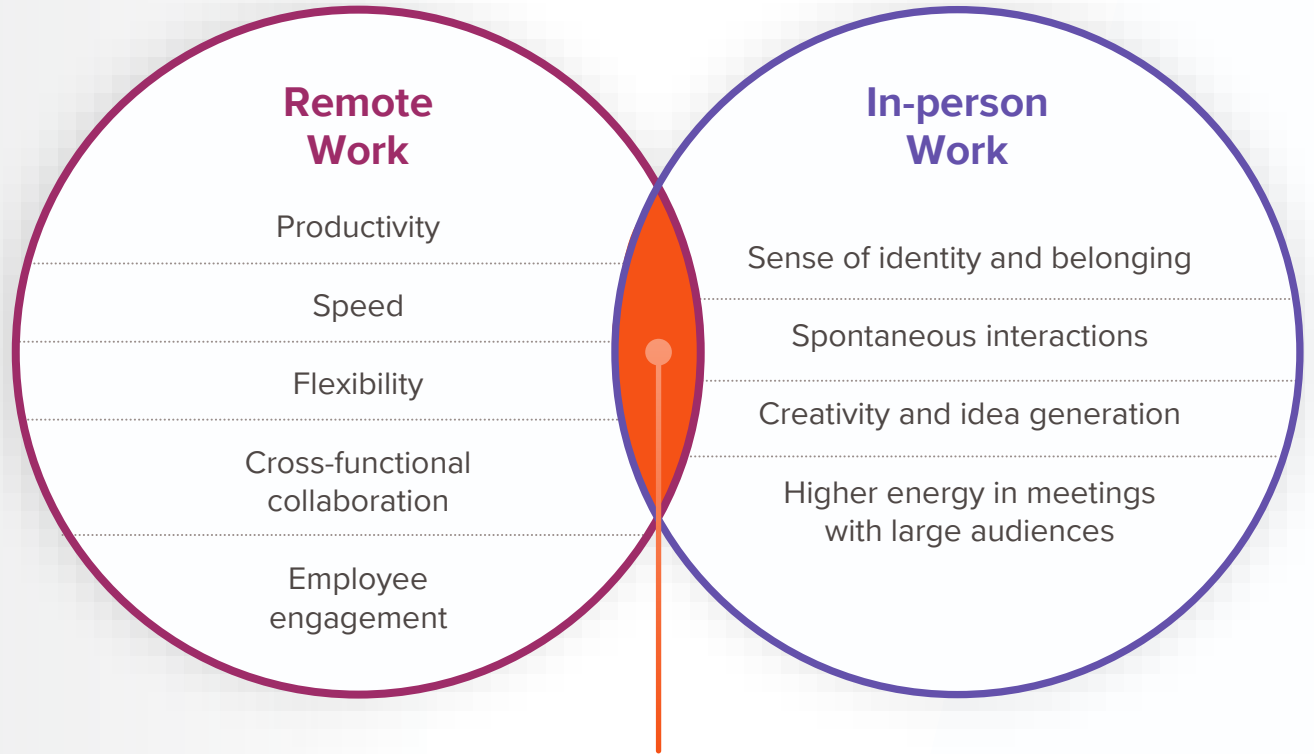




### Strategic Vision

# Adopt the proper mix of remote and face-to-face activities

Leverage the best of both worlds to obtain maximum benefits



The right remote & F2F mix is a strategic company choice





## Delegation

# Delegate in remote, distributed High-Performing Teams

Help managers to create the context within the teams for an effective day-to-day operation



### Empowerment & Delegation

Provide strategic direction so that teams move in the right direction

Create a context for personal growth and accomplishment

Learn to let go of control

Recognize efforts and celebrate success

Provide constructive feedback and challenge



### Remote HPTs

Cross-functional teams

Self-organization and autonomy

Diversity of profiles to foster mutual learning

Co-creation of solutions

Focus on value creation

Joint accountability for results





## High Quality Conversations

# Enable organizational engagement through virtual high-quality conversations



### Be available

Show your personal side and not just your professional side, being approachable, personable



### Be vulnerable

Share your strengths but also your development areas



### Be present

While engaging remotely with others don't multi-task in parallel, activate your camera, etc



### Develop a constructive outlook about the future

Promote reflection about lessons learned and opportunities



### Promote collaborative and open conversations

Show that every voice is heard (e.g., do check-in and check-out in meetings)



### Be compassionate

Listen with empathy and handle mistakes as growth opportunities





## New Ways of Working & Digital Tools

# Ensure focus and productivity with the right approach to remote work

Consider different elements and principles to implement an effective remote work strategy



### Shared understanding of purpose behind everything we do

- Don't jump into action without clarity on purpose!



### Agile methodology

- Work in short sprints
- Do frequent check-points
- Focus on value and impact



### Time management

- Schedule non-negotiable time to strategize
- Prioritize emails/calls vs video
- Share calendars online



### Effective virtual communication

- Balance synchronous and asynchronous communication
- Ensure centralized access to documentation
- Create an appropriate space at home to work virtually
- Choose the right digital tools, channels and platforms<sup>1</sup>



### Effective virtual meetings

- Hold as-needed vs. recurrent
- Only invite essential participants
- Agree on team rules
- Set clear agenda
- Be mindful about timings
- End with clear action items

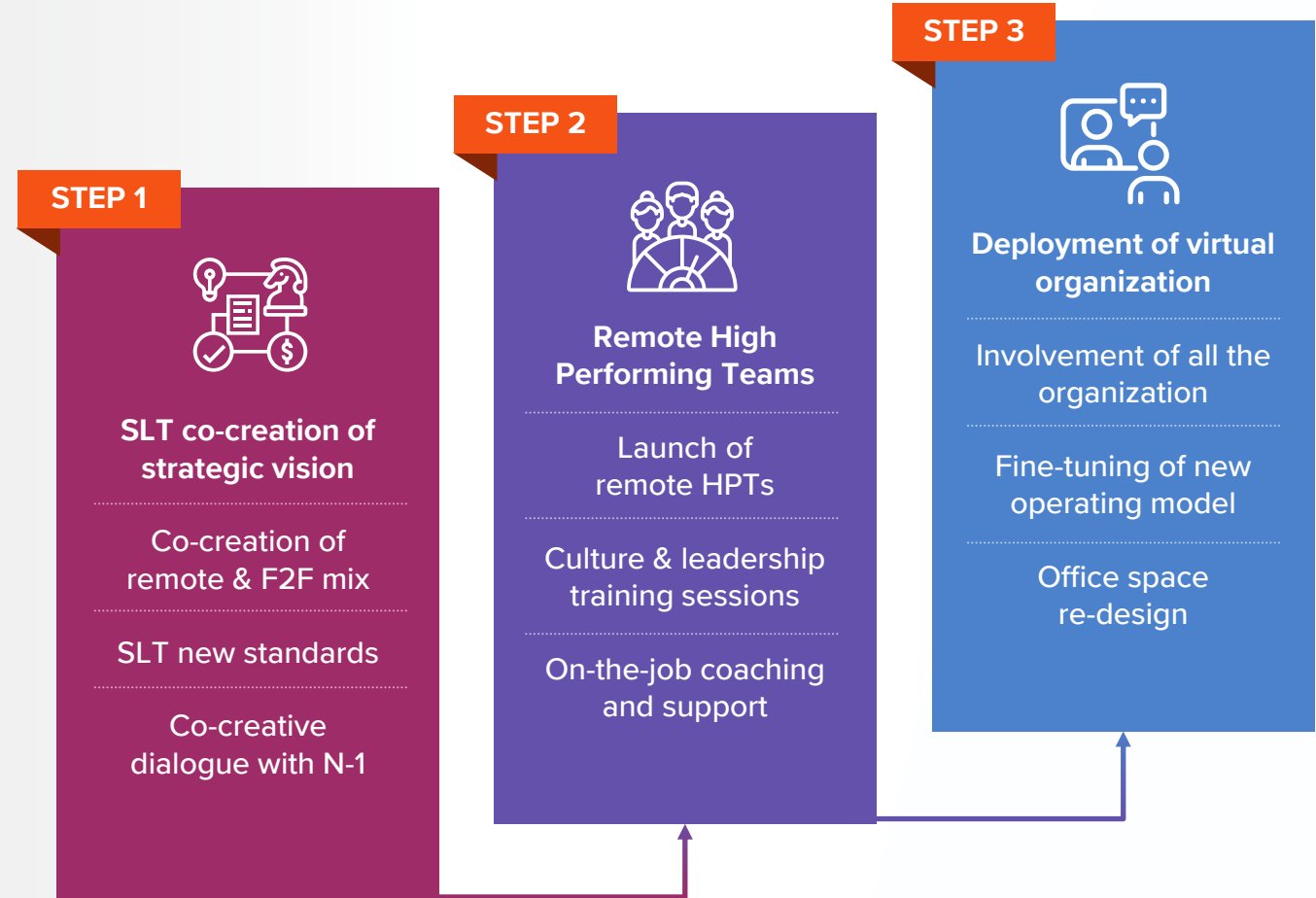
<sup>1</sup> Zoom, Webex, Teams, Trello, Slack, WhatsApp, Mentimeter, Typeform...



Methodology

# Set up a virtual organization in a reduced period of time

Execute through a structured process organized in phases to ensure delivery





## Results

# Achieve enterprise agility and employee engagement

Discover the benefits of embracing a virtual organization

### Enterprise Agility



### Employee Engagement



# Meaningful Transformation. Together.

[www.walkleadership.com](http://www.walkleadership.com)



For more information contact [info@walkleadership.com](mailto:info@walkleadership.com)

## WALK

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WALK is a global consultancy focused on producing meaningful business transformation through leadership development and cultural change. Combining a team of strategy consultants, organizational psychologists, and leadership facilitators, WALK works with large organizations to ensure effective execution of their business initiatives. We do so by aligning people with strategy and empowering them to embrace a new leadership paradigm for the digital age. WALK's solutions include leadership development programs, alignment of executive teams, organizational engagement at scale, design and deployment of a digital culture, and implementation of new ways of working.