

Managing High-Performance Virtual Teams

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Abstract : Virtual teams are a reality in today's fast-paced world. With the possibility of commonly using common resources, an increase of inter-organizational projects, cooperation, outsourcing, and the increase in the number of people who work remotely or flexitime, an extensive and active presence of high-performance teams is a must. Virtual teams are a challenge by themselves. Their members remove the barriers of cultures, time regions and organizations, and they often communicate through electronic devices over considerable distances. Firstly, we examine the management of virtual teams by considering different issues such as cultural and personal diversities, communications and arrangement issues. Then we will examine individuals, processes and the existing tools in a team. The main challenge is managing high-performance virtual teams. First of all, we must examine the concept of performance. Then, we must focus on teams and the best methods of managing them. Constant improvement of performance, together with precisely regulating every individual's method of working, increases the levels of performance in the course of time. High-performance teams exploit every issue as an opportunity for achieving high performance. And we know that doing projects with high performance is among every organization or team's objectives. Performance could be measured using many criteria, among which carrying out projects in time, the satisfaction of stakeholders, and not exceeding budgets could be named. Elements such as clear objectives, clearly-defined roles and responsibilities, effective communications, and commitment to collaboration are essential to a team's effectiveness. Finally, we will examine roles, systems, processes and will carry out a cause-and-effect analysis of different criteria in improving a team's performance.

Keywords : virtual teams, performance, management, process, improvement, effectiveness

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