

EXAMPLES FOR THE TRAINER

Boss, does our dispersed team work effectively? - asked an employee of the billing department at the bank. Yes, absolutely, replied the boss. I'm going to show you some of the positives of this solution for us as an organisation.

- As an international organisation with virtual teams, we have the ability to find appropriate employees, but also to carry out tasks almost in a 24-hour cycle, taking into account time zones. Such organisation of the work process allows for controlling the market and makes it possible to react faster to possible changes in the area of interest.
- We can also point to the reduction of costs resulting from the lack of the need to travel to work. Consequently, this is what we call hidden savings which affects the decrease in demands for raises from employees.
- We also observed a decrease in employee fluctuation, manifested in the form of sick leaves or one-day holidays. In the event of a personal emergency or feeling unwell, the employee settles their errands and returns to work, they do not take the whole day off as in the case of an ordinary employee working in an office.
- And the most important thing for us: the advantage of our virtual teams is the better sharing of knowledge in order to carry out employee tasks, and this affects the support of innovation in our organisation. The advantage for us is the diversity of employees



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supporting the creativity of the entire virtual team.

All this means that, despite the difficulties in managing a dispersed team, we notice many positive factors as an organisation, which would have been difficult to generate for the organisation without this space.

