Chapter XIV

Where is Your Company or Organization on the Virtual Team Continuum?

Here is a quick quiz to test where your company or organization is regarding virtual team attitudes. We should state up front that this quiz is focused primarily on knowledge worker jobs that don’t require attendance at a physical, central location.

You have a team with five people located in a central location and five located in various locations 100+ miles away. When you have an internal staff meeting:

A. The five remote users always have to travel to the central location for a face-to-face meeting (0 points)
B. The five remote users dial in to the central location conference room, where a single speakerphone is used for two-way audio (2 points)
C. The five remote users dial in to the central location conference room, which has microphones for each person in the conference room (4 points)
D. The manager views that since some team members are remote, normal meetings should be conducted with everyone virtual (5 points)

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When a new project is announced that will cross organizational lines:

A. The first two weeks of the project are spent deciding which organizational charter owns the different aspects of the project. A common phrase is, “We own that, but we don’t have resources to assign to it” (0 points)
B. People are assigned to the project based on their skill sets, not their organizational affiliation (5 points)

During the SARS epidemic, your company:

A. Made no attempt to cut back on travel for internal meetings (as a result of the epidemic) (0 points)
B. Cut back on travel for internal meetings to the most affected areas only (as a result of the epidemic) (3 points)
C. Banned all travel for internal meetings, and went to a strictly virtual meeting model (5 points)

For virtual meetings that involve 50+ participants, your company provides these tools:

A. Telephone bridge only (1 point)
B. Telephone bridge and simple data-sharing tool like NetMeeting (2 points)
C. Telephone bridge and Web-casting tool that allows presenters to flip the slides and have everyone see the presentation (3 points)
D. Telephone bridge, Web-casting tool, and one-way video conferencing (5 points)

Project leaders in your company:

A. Are always managers (0 points)
B. May sometimes be empowered individual contributors (5 points)
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