

Contact Us

Let's discuss a free training session for your team! When contacting us, please tell us a little about your group (context, needs), including an approximate number of participants and your preferred date.

Do you have other topics in mind? Just ask!

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Unable to schedule a training session for a group, but still want to improve your skills individually?

Contact us to discuss the possibility of playing ELITE The Serious Game as an independent training tool and/or for joining another of our group training sessions!

Communication & Leadership In Global Virtual Teams

Have you experienced difficulties since moving online?

Free Group Training Session!

We are offering training sessions for organizations who want their members to improve their communication and teamwork skills, especially within multicultural and multilingual and/or online teams. This is being offered for free during a limited period of time, in line with a doctoral research project at Université Grenoble Alpes.

Proposed training session topics:

- ✓ The particularities of working in a global virtual team
- ✓ Intercultural competence & communication
- ✓ Use of English and other languages
- ✓ Choosing appropriate communication tools



How do our training sessions work?

A session is carried out in two parts, starting with an individual task, which is then elaborated upon during a group session.

Pre-session Individual Task: Participants play ELITE The Serious Game independently. Participants download their player report in preparation for the group session.

ELITE
THE SERIOUS GAME

Group Session (10 – 100 participants):

- Game debrief & discussion of game feedback
- Discussion of shared communication preferences
- Group work to establish team communication norms

Session Options:

- Language: Group session in English, German or French*
- Duration of group session: 1 to 2 hours**
- Location: In-person*** or online
- Date: Spring & Summer 2022

*Intermediate English proficiency in reading and listening is required because the pre-session game (which is played individually) is in English.

**Duration depends on group size and the organization's goals.

***In-person sessions possible in Grenoble/Lyon (France), London (UK) and Denver (USA) depending on the date. Other locations possible with transportation funding.

Our Team

Anne Bartel-Radic



Anne is a full professor at Sciences Po Grenoble with a PhD in international management. She specializes in intercultural competence and leads an international team that creates serious games for training and research. Anne is from Germany and has been living in France for over 20 years. She has also been a visiting professor in Brazil, China and the USA.

Danielle Taylor



Danielle is an American 3rd year PhD candidate and a lecturer in

international management and HR at Université Grenoble Alpes. She studies language diversity in global virtual teams, focusing on communication and team member relationships. Her latest peer-reviewed publication is entitled, "The Influence of Language Diversity on Virtual Team Communication: Overcoming Barriers and Leveraging Benefits."

Isabelle Corbett-Etchevers



Isabelle is an associate professor at Grenoble IAE with a PhD in management. With

dual French-Irish nationality, Isabelle has lived in France, the USA and Ireland. Her publications include *Breaking the Ice*, which aims to facilitate expatriate integration in France. Her current research focuses on the management of R&D talent in emerging countries.

ELITE The Serious Game

Our team developed ELITE The Serious Game within the context of Danielle Taylor's PhD research project. The game is an online, single-player game aimed to develop **international leadership, teamwork and communication skills in an online environment.**



Your mission in the game is to coordinate a group of eight people located across the world (UK, USA, France, Portugal, Brazil and Thailand) to organize a product launch event in Thailand. You will use multiple communication channels and have the opportunity to make important decisions that influence your pathway through the game.

In addition to experiencing the challenges of remote work and seeing how your decisions influence your team's success, you will also receive **practical information** to better coordinate your team throughout the game.

At the end of the game, you will receive information and recommendations about your leadership profile, based on your **team management skills and 6 communication strategies** that you have the choice to use (or not) throughout the game.

Technical requirements: The game should be played on a computer (not tablet or phone) with a strong internet connection and audio (this game includes videos). We are using the GenaGame gaming platform; each participant will receive an individual password to access the game.

Game Duration: 1-3 hours depending on your choices within the game. The game is structured in 5 phases and can be stopped and restarted between the phases.



"Playing the game is a great experience: it is so fun and informative. I learned a lot about international team leadership, intercultural communication and myself along the way!"
- Review on LinkedIn, March 2022

Why are we offering this opportunity?

We really believe that ELITE The Serious Game is a helpful and innovative learning tool, and we want to share this tool to help others who are or will be working in global virtual teams!

We are also collecting player data for the final stage of a PhD research project. That means that we will look at how groups of players respond to specific situations within the game.