



Führung virtueller Teams. Virtual Leadership (German Edition)

Christian Hirschberger

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Studienarbeit aus dem Jahr 2015 im Fachbereich BWL - Personal und Organisation, Note: 1,3, FH für angewandtes Management Erding, Sprache: Deutsch, Abstract: San Francisco, Paris, Shanghai, München – diese Orte stehen nicht nur für die Präsenz global agierender Unternehmen, sondern vielmehr für die internationale Zusammenarbeit über geographische und kulturelle Grenzen hinweg. Anytime – anyplace lautet das Credo einer modernen Arbeitswelt, die moderne Kommunikationstechnologien nutzt, um unabhängig von Raum und Zeit an länder- und unternehmensübergreifenden Projekten zu arbeiten. Die Konsequenz die damit einhergeht, ist die Notwendigkeit virtueller Zusammenarbeit und Kommunikation auf Basis von computergestützten Instrumenten bzw. Telekommunikationsmedien. Ausdruck dieser virtuellen Arbeitsgemeinschaft sind virtuelle Teams mit ihren jeweiligen Führungskräften. Dass diese moderne Form der Arbeit über Grenzen hinweg, standortunabhängig, besondere Anforderungen an Führungskräfte stellt, erscheint durchaus plausibel. Neben der Überwindung der räumlichen Distanz, gilt es insbesondere kulturelle Aspekte zu berücksichtigen, aktive und permanente Teamentwicklung zu betreiben, und Vertrauen über Distanz auf Basis funktionierender Beziehungen aufzubauen. Der Erfolg virtueller Teams basiert dabei wesentlich auf dem Faktor Mensch, sowohl in Bezug auf die Führungskraft als auch in Hinblick auf die Verantwortung jedes Einzelnen.

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Christian Hirschberger

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