# Global Teams, Seamless Success

Managing diverse engineers for high impact deliveries

# Managing Global Teams

The Promise

The Pain

# Communication

Our greatest risk and superpower

Communication is about

Clarity

Intentionality

Trust

# Nuances of communication

VS

VS

# Accountability without Blame

# How?

Clear Metrics

Feedback

Transparency

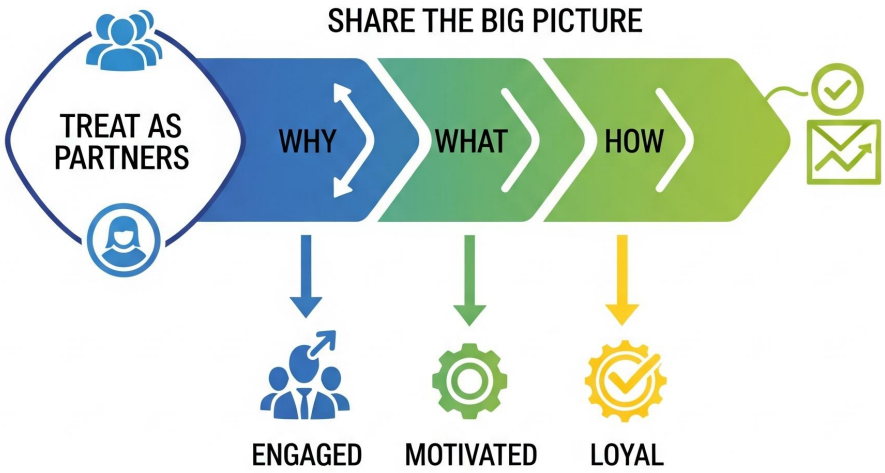
# Turning Friction into Fuel

Building trust across cultures

# Psychological Safety

# Connection without Proximity

Building a real team across oceans

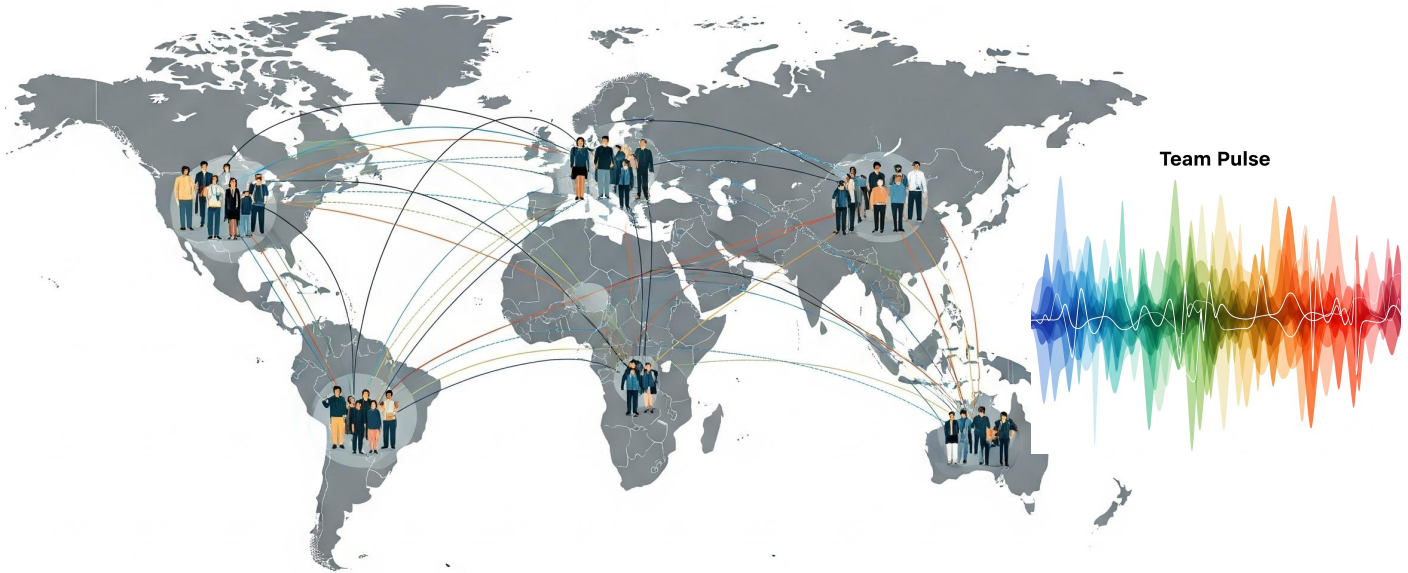

SHARE THE BIG PICTURE
TREAT AS PARTNERS
WHY
WHAT
HOW
ENGAGED
MOTIVATED
LOYAL

# Designing Culture

Recognition & motivation in a distributed world

# Onboarding in Remote Teams

# Keep the Heartbeat Alive



# Takeaway

One practice you will bring back to your team?

**Global team** doesn't just deliver software, they deliver **magic**.