

## Introduction to Global Virtual Teams

Mike Hine  
Carleton University  
[mike.hine@carleton.ca](mailto:mike.hine@carleton.ca)

Derrick L. Cogburn  
American University  
[dcogburn@american.edu](mailto:dcogburn@american.edu)

Frederick Zarndt  
Global Connexions  
[frederick@frederickzarndt.com](mailto:frederick@frederickzarndt.com)

The Global Virtual Teams mini-track has existed since HICSS 42. It continues to attract many high quality submissions that address key issues in Global Virtual Teams research and practice. Last year, and again this year, we have a linked workshop on Cross-Cultural Global Virtual Teams, which has added to the community being built by the mini-track.

Global virtual teams remain one of the dominant organizational forms that exist today. The form offers many advantages to organizations including flexibility, leveraging distributed expertise, cost effectiveness among others. Even though global virtual teams are established and accepted as a work structure, they do create a unique set of challenges for organizations who enable them; for leaders who attempt to manage and motivate; and for individual team members who may be dispersed geographically, temporally, and/or culturally and often are responsible for strategic and complex tasks. These challenges are often compounded by individual differences such as personality, underlying motivational systems, cognition and affect that may play out in very different ways in global virtual teams.

This mini-track focuses on the investigation of theoretical and empirical issues about effective management and operation of global virtual teams in today's dynamic business, scientific and technology environments.

This year's accepted papers reflect the above stated focus nicely. Of the four accepted papers, one is purely theoretical, two focus on the individual characteristics of virtual team members, and one studies the management of an overall process that is fundamental in distributed software teams. The first paper presents a construct that assesses global team boundary complexity. The construct's development is rooted in coordination and complexity theory and is operationalized using social network analysis. The second paper highlights global software development challenges where team participants are working in different time zones. Specifically the paper studies hand-off efficiency and management in follow-the-sun software projects. The third paper is an interesting study that reports on how aspects of individual virtual workers' personality moderate the impact of innovative behavior on performance. Finally, the fourth paper focuses on the increasingly important topic of virtual team leadership. Specifically this study examines how the prior experience of leadership candidates relates to positive virtual team leadership behaviors.

We are very excited to be co-chairing this year's Global Virtual Team min-track. We are sure the accepted papers will generate a lot of productive conversation and exchange of new ideas and research opportunities.