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AI analysis

Global Events – Building and Maintaining High Performance Teams Globally.

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Summary

The session explored strategies for building and maintaining high-performance teams on a global scale, focusing on recruitment, leadership, management styles, and employee retention. The discussion began with the challenges of global recruitment, noting the necessity of adapting hiring processes to different cultural contexts and the role of AI in streamlining candidate screening. The panellists agreed that while a centralised hiring strategy is essential, flexibility to accommodate regional variations is equally important. They highlighted the benefits of using AI for efficiency while cautioning against losing the human touch in the recruitment process.

Leadership and management styles were a significant focus, with the speakers distinguishing between leaders and managers. Leaders were described as those who set examples and inspire their teams, whereas managers enforce processes and ensure operational efficiency. The consensus was that effective leadership involves clear communication, trust, and empowering employees to make decisions independently. The panellists emphasised the importance of leading by example and maintaining a balance between strategic oversight and day-to-day management.

The conversation then shifted to the impact of remote work on team dynamics and employee satisfaction. While remote work offers flexibility and improved work-life balance, it also presents challenges in maintaining team cohesion and effective communication.





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The panellists noted that new hires benefit significantly from in-person interactions to understand company culture and build relationships. Experienced employees might thrive in remote settings, but younger, less experienced staff require more support and face-to-face guidance.

Employee retention strategies were discussed, highlighting the importance of creating a positive work environment and offering growth opportunities. The panellists shared various approaches, including share option schemes, professional development programs, and fostering a sense of community within the workplace. They agreed that retaining employees involves more than just financial incentives; it requires ensuring job satisfaction and personal growth.

The session concluded with reflections on the evolving nature of team management, noting that modern management styles favour trust and empowerment over micromanagement. The speakers shared their experiences and insights, stressing the need for clear vision, ongoing communication, and adaptability in leadership. They underscored the importance of aligning individual goals with company objectives and maintaining a supportive and inclusive workplace culture.

Overall, the session provided a comprehensive examination of the complexities involved in managing global teams, offering practical advice and strategies for fostering high performance, employee satisfaction, and long-term retention. The insights shared by the panellists underscored the importance of adaptability, communication, and strong leadership in navigating the challenges of global team management.

Takeaways

Adaptability in global recruitment

Effective global recruitment requires a balance between a centralised strategy and flexibility to accommodate regional differences. This ensures that hiring processes are culturally appropriate and effective, leveraging local job boards and recruitment agencies where necessary.

Leadership versus management

Leaders inspire and set examples, while managers enforce processes and ensure operational efficiency. Successful team management involves clear communication, trust, and empowering employees to make decisions independently, fostering a supportive and inclusive workplace culture.

Impact of remote work

While remote work offers flexibility and improved work-life balance, it presents challenges in maintaining team cohesion and effective communication. New hires benefit significantly from in-person interactions to understand company culture and build relationships, highlighting the need for balanced remote and office-based strategies.



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