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# Building Trust in Hybrid Teams

28 Sep - 02 Oct 2026  
Barcelona





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Building Trust in Hybrid Teams is a 5-day senior leadership course delivered by Mars Training Centre in London, Dubai, Barcelona, Amsterdam, and Kuala Lumpur, and online — designed for directors, vice presidents, and senior managers leading teams that are split across offices, time zones, and home-working patterns.

The shift to hybrid work has not made leadership easier. The leaders who relied on corridor conversations, office presence, and the silent signals of a shared room are now leading people they see in person only some of the time, on screens for the rest of it, and sometimes never. Trust — the lubricant that used to be free in an open-plan office — now has to be designed in deliberately. The leaders who succeed at hybrid are not the ones who try to recreate the office; they are the ones who rebuild trust on a new foundation.

Across five focused days, you will diagnose the current state of trust in your own hybrid team, work through the patterns of teams that have failed and recovered under hybrid conditions, practise the specific rituals and communications that build trust at distance, and leave with a personal action plan to apply when you return to your role. The programme is delivered by senior practitioners with experience leading distributed teams across Europe, the Gulf, Asia, and the Americas.

## What You Will Learn

By the end of this programme, you will be able to:

- Analyse the components of trust — competence, reliability, transparency, and care — and how each is built differently at distance.
- Diagnose the current level of trust in your own hybrid team using a structured framework.
- Design the rituals and routines that produce trust across time zones, locations, and working patterns.
- Distinguish between presence and contribution, and lead a team where performance is judged on outcomes rather than attendance.
- Run hybrid meetings that include remote participants equally rather than treating them as an afterthought.
- Communicate in writing with the clarity and warmth that distributed work demands.
- Detect the early signals of trust breakdown — silence, side channels, surface agreement — and intervene before they harden.
- Build inclusion across hybrid teams that span cultures, languages, and seniority levels.
- Lead difficult moments such as disagreement, mistakes, and restructuring under hybrid conditions.



## How You Will Benefit

You will leave with a clear diagnosis of trust in your own team, a redesigned set of team rituals, and a Mars Certificate of Completion.

Your organisation will gain a senior leader whose hybrid team is more cohesive, more productive, and harder to lose to competitors — with measurably better information flow between sites and faster execution across geographies.

## Who This Programme Is For

This programme is designed for senior leaders responsible for teams that work in hybrid or distributed patterns, including:

- Senior Vice Presidents and Vice Presidents leading multi-site functions
- General Managers and Country Managers
- Directors of operations, technology, product, and customer-facing functions
- Heads of regional or multi-country teams
- Senior project, programme, and transformation directors
- Family-business principals leading newly distributed operations

The seniority floor is director level and above.

## How the Course Is Delivered

- Facilitator-led interactive sessions, balancing teaching with discussion and applied exercises.
- A balanced mix of theory, regional case studies, and applied exercises.
- Validated diagnostic and self-assessment tools.
- Applied exercises and personalised coaching throughout the week.
- A personal action plan built progressively across the week.
- Continuous personal feedback from your lead faculty.

The course runs in two separate single-language editions: an English edition delivered in English, and an Arabic edition delivered entirely in Arabic by native-Arabic faculty at every host venue. Sessions run in London, Dubai, Barcelona, Amsterdam, and Kuala Lumpur, with live online cohorts on Zoom.



## Your Mars Certificate and Fee

On successful completion of Building Trust in Hybrid Teams you will receive a Mars Certificate of Completion, issued by Mars Training Centre, our London-headquartered training provider. The certificate confirms the programme attended, the dates, the host city, and the lead faculty, and is presented to delegates on the final day of the course.

The standard fee is £4,950 per delegate for this 5-day programme, quoted and invoiced in pounds sterling. The fee covers all training and faculty time, course materials in digital and printed form, the Mars Certificate of Completion, daily refreshments and a buffet lunch, and a complimentary airport pickup and return transfer for delegates flying in to the host city. Group and early-booking discounts are available. Flights, visas, and hotel accommodation are not included, though Mars provides booking guidance and preferred-rate partner links.