Effective communication is crucial for leaders to influence team performance and achieve organizational goals. Research shows that varying levels of trust influence the relationship between team members' perceptions of leaders' use of communication tools and techniques and virtual team performance. Trust strengthens the relationship between the perceived effectiveness of managers' use of communication tools and techniques and employees' perceptions of team performance. A new scale to measure virtual team leaders' comprehensive use of communication tools and technologies was developed and validated. It provides clear direction, fosters a corporate culture, and promotes coordination and collaboration among team members. Trust is essential in virtual teams, where face-to-face interaction is limited. When team members perceive leaders as effective using a combination of tools and techniques, they also perceive their teams to be performing at a higher level. Building trust requires different leadership skills and communication tools and techniques. The study also investigated how team members' confidence in their leader moderates the effect of effective communication.