The internet is an excellent tool for collaboration. It offers globally distributed teams (those with members who are geographically separated) more freedom than any other form of virtual communication. This project focuses on how these globally distributed virtual teams can be optimized for effective teamwork. In order to do this, we examine fansubbing groups as examples of globally distributed virtual teams. Fansubbing involves translating and adding subtitles (often in English) to foreign media and distributing it. Specifically, we ask how these fansubbing groups coordinate, how they overcome cultural issues in team work (since groups are global), and how they organize and manage themselves. We conducted interviews with a variety of fansubbing groups and sought to compare the organizational structure, policies, and attitudes of high-quality groups (where high quality groups are defined as those which produce consistent, frequent releases) and lesser-quality groups. Data reveals that Internet Relay Chat (IRC) is used unanimously among interviewed groups as a means of coordination. Large groups without a strong central leader were found to be the highest quality, while those with strong, active leaders were likely to release videos inconsistently. We interpret the widespread use of IRC by these groups as a practice which fosters communication, socialization, and trust. We claim that the features of IRC makes it well suited for this task. Further, we find that an overbearing leader can significantly slow the fansubbing process due to micromanagement. Such results support a passive form of leadership in virtual teams and underline the need for communication. These conclusions can serve as recommendations for how to structure and coordinate globally distributed virtual teams, which are commonly used in software development and other global industries.