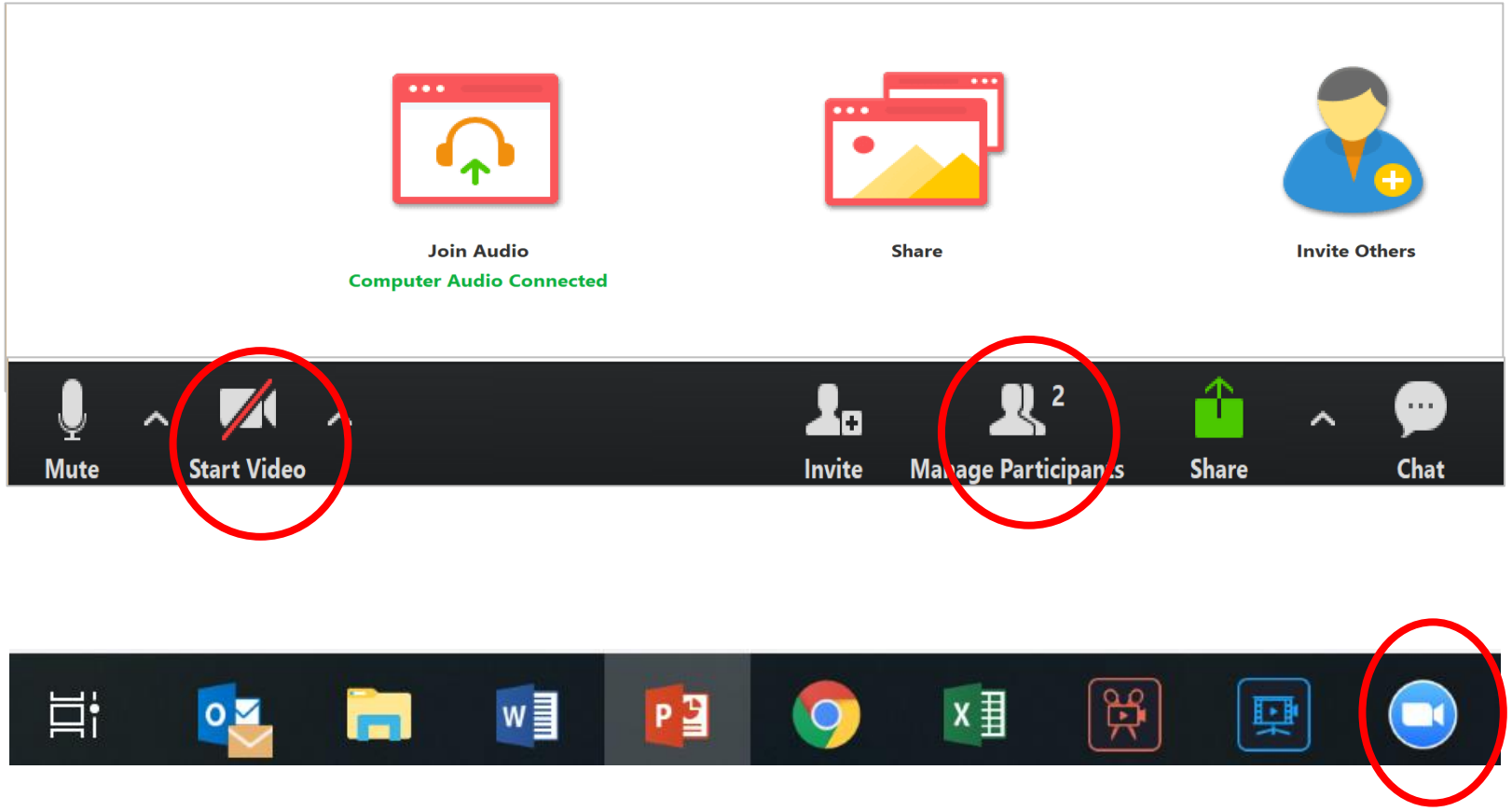
Leading
Remotely
April 3, 2020

What is this session all about?

- Learn how to look beneath the surface to understand your employees' real needs
- Walk away with some practical tips to implement immediately
- Gain first-hand knowledge in leading your own engaging, virtual meeting

Can you see me?



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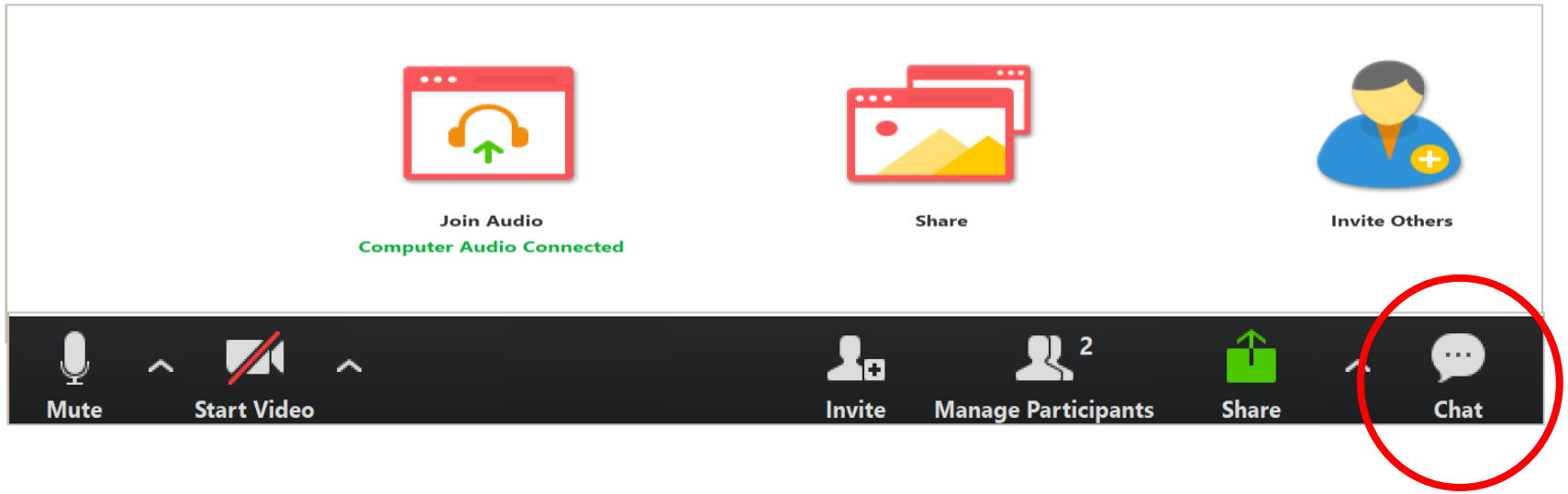
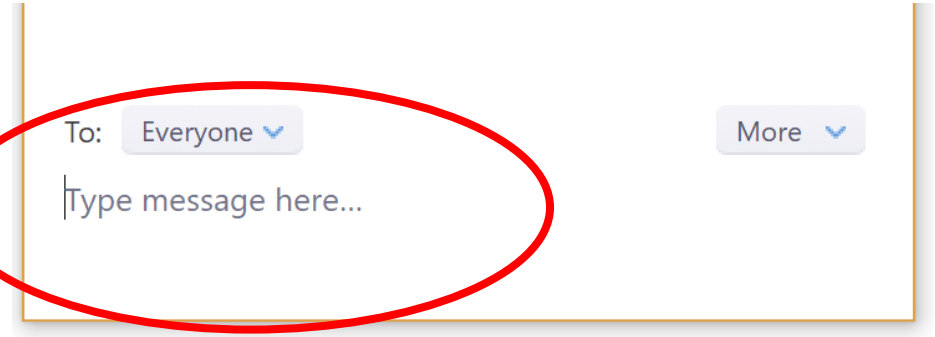
How do we talk?



Using Chat, share your favorite TV show



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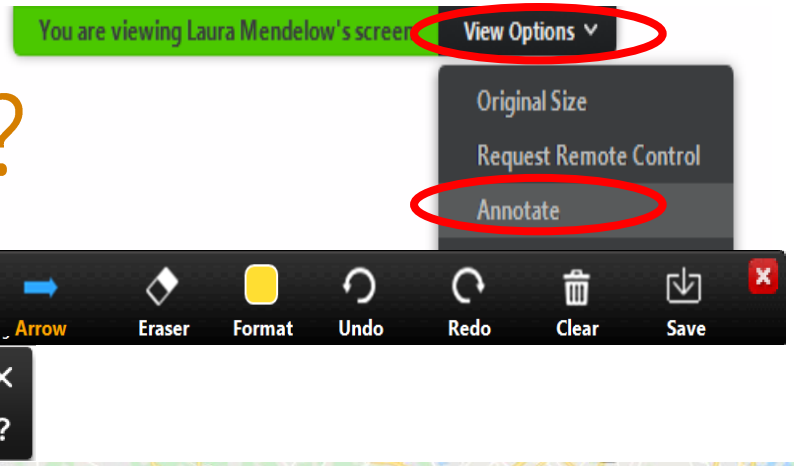
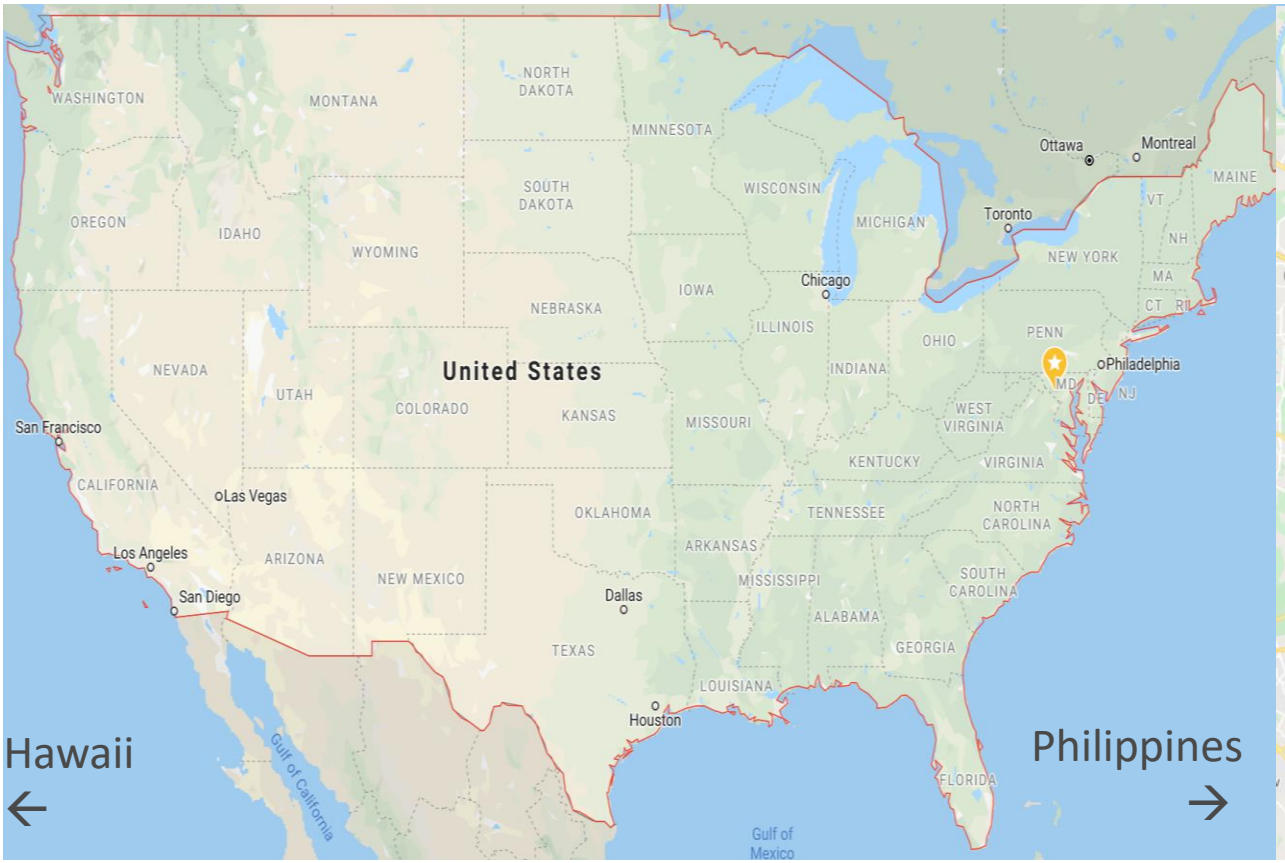
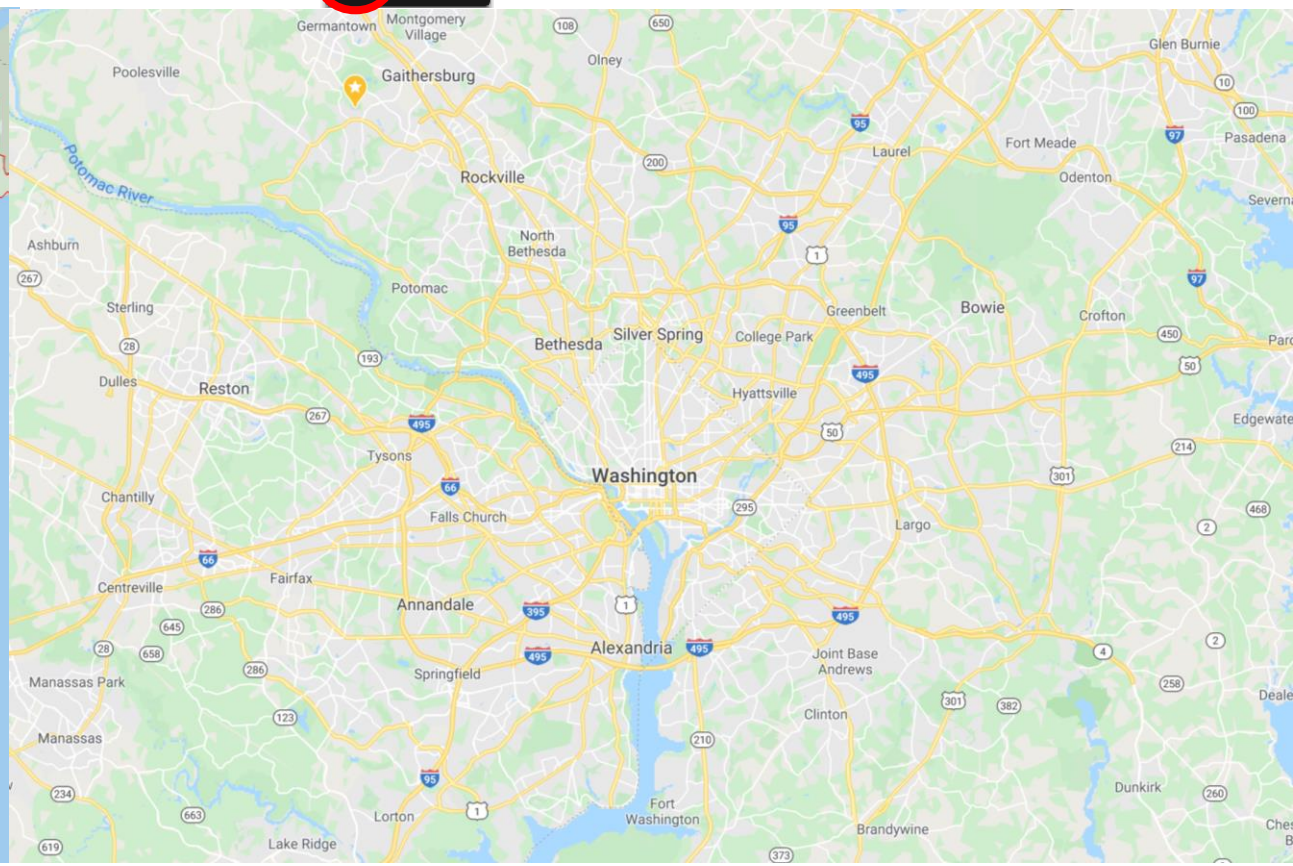
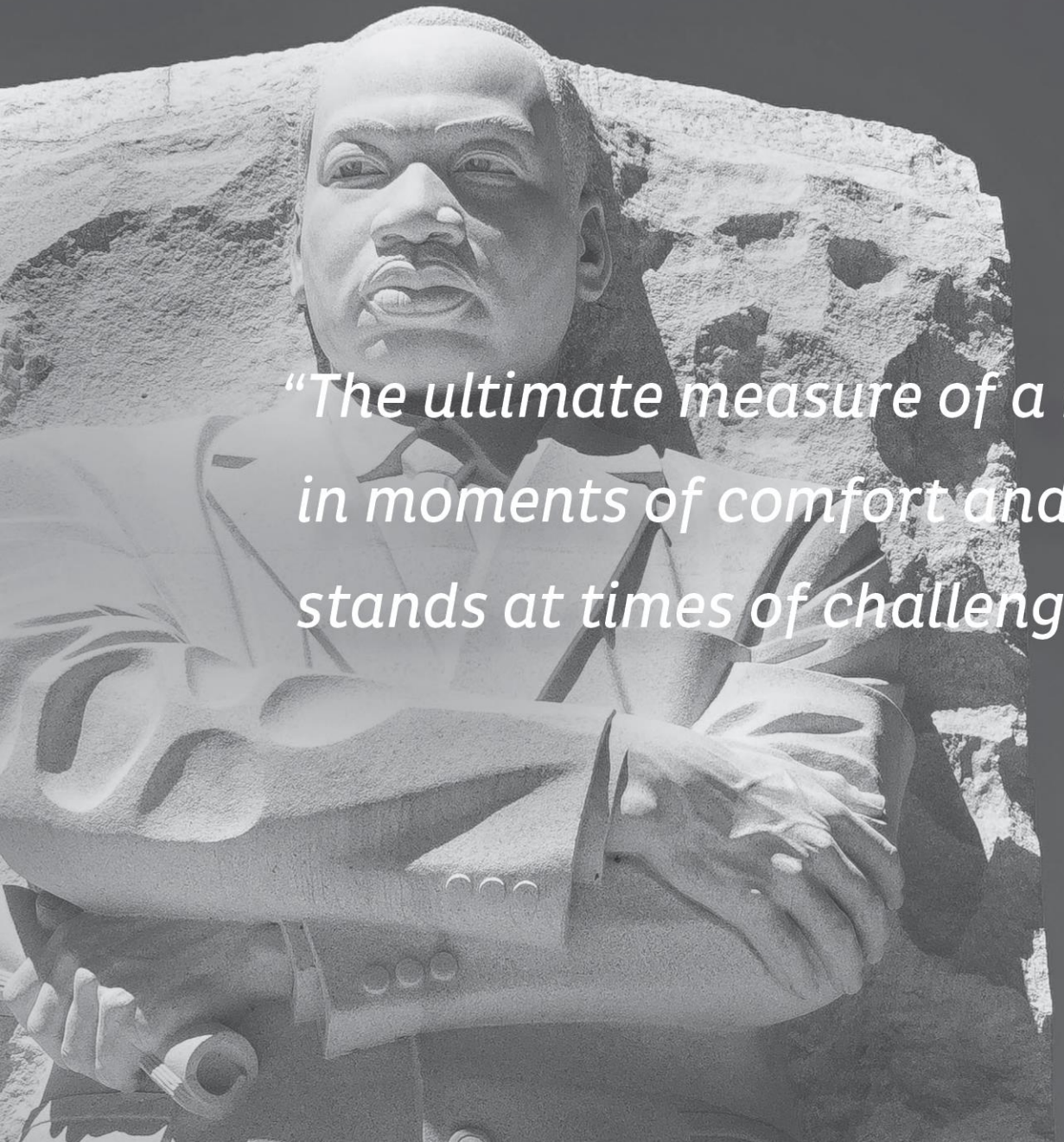
Where in the world are you??





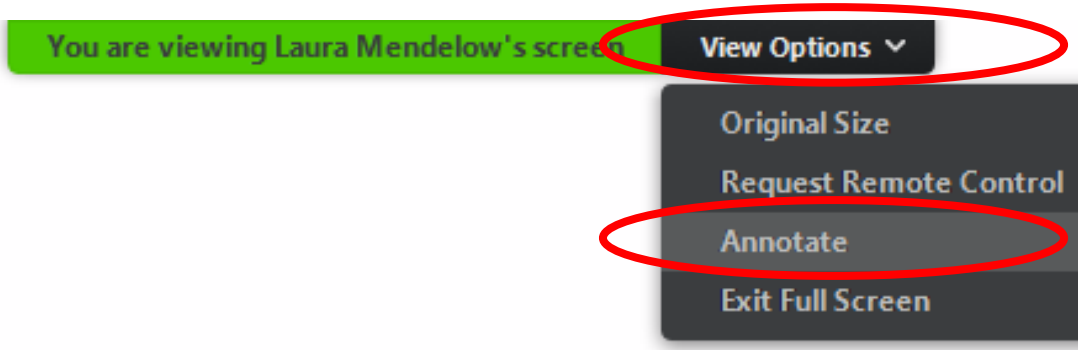




“The ultimate measure of a man is not where he stands in moments of comfort and convenience but where he stands at times of challenge and controversy.”

— MARTIN LUTHER KING, JR.

Let's hear from you.

1. 

2.

3. Click once, type in the text box, then click again outside of the box when done

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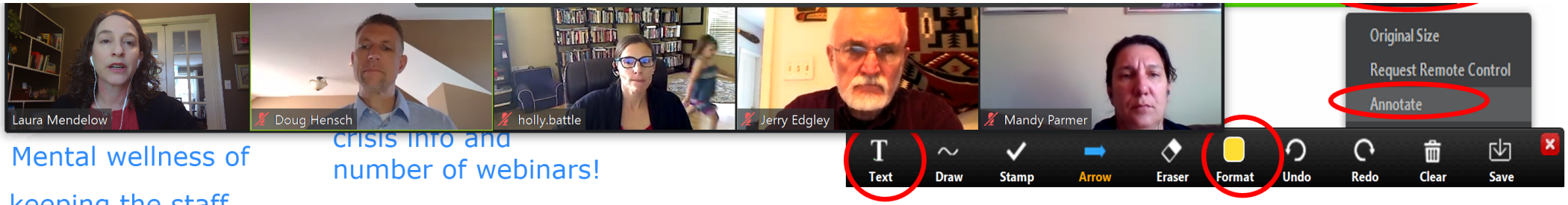
List your current challenges in connecting with staff:



Mental wellness of

crisis info and number of webinars!

keeping the staff connected to each other and the firm

Massive increase n collaboration demands!

Virtual meetings that last too long

don't know their schedules

Loss of daily discussions, face to face convo. Everything now is scheduled

Helping them balance workload and new "work from home" life (sick family

challenges with people being pulled for work and kids school

Reassuring a distributed workforce when there isn't clarity on the future of our customers

maintaining project due date timelines

Keeping people enga with minimal information from decision makers

Keeping cohesion with staff on site and staff working remotely.

engaging the team on a telephone conference call...radio silience at times

Being able to connect on a more personal level, not just work. Communication

not enough moving when working at home; people are low energy

Ditto!

Focus

Low bandwith

Teaching them remotely and adding engagement opportunities for socializing

Teaching people how to use tech requires tech!

meetings more intense bc its all face-to-face all the time

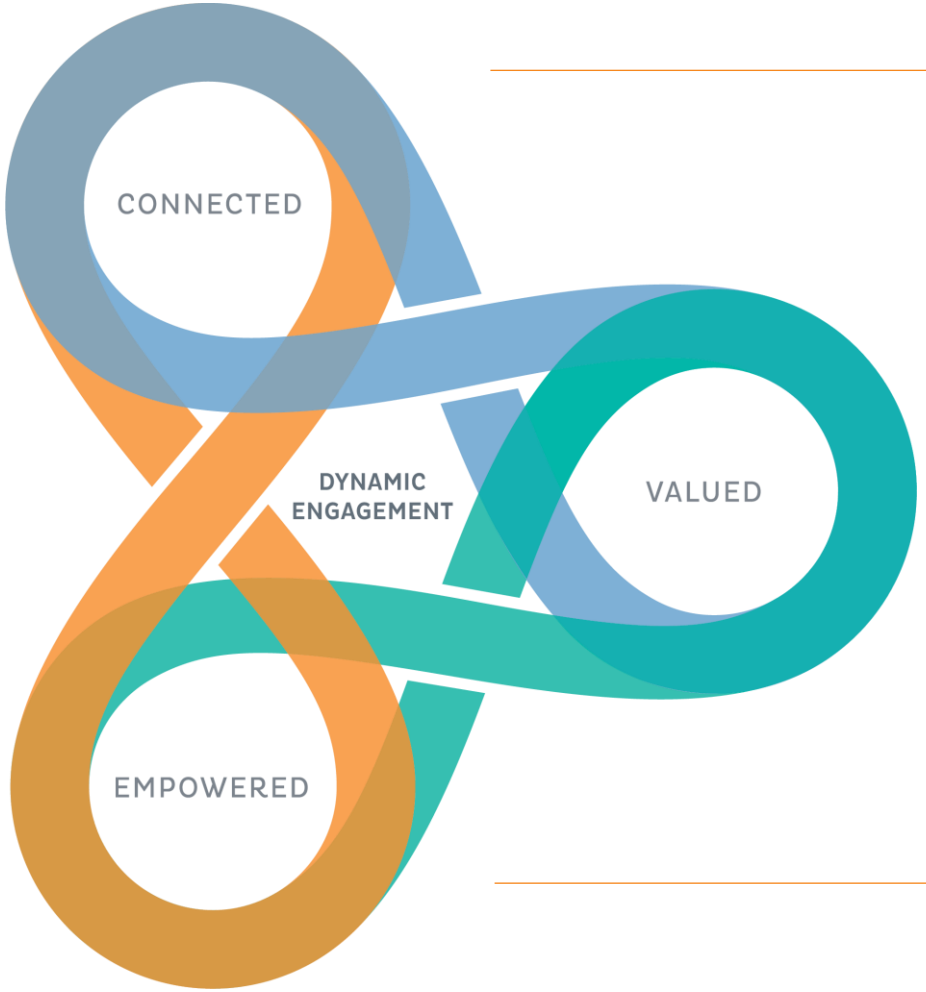
People unfamiliar with technology.

distorted skype calls

Not having an incoming revenue stream to pay staff

Leaders I coach feel powerless and disconnected. Hr

Dynamic Engagement Model™



Do I matter?

Does my work matter?

Do I have a say in the matter?

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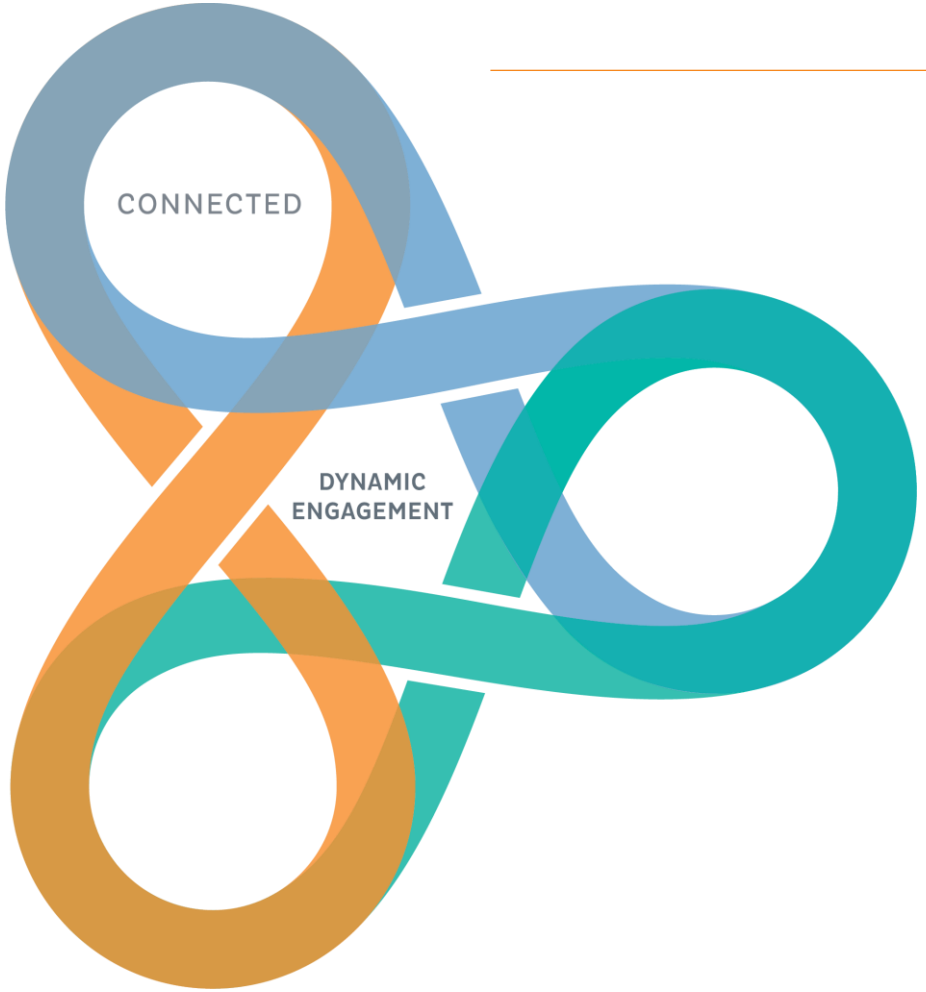
Dynamic Engagement Model™



Do I matter?
Does my manager care about me?
Do I belong to something bigger than myself?
Do I feel part of the team?

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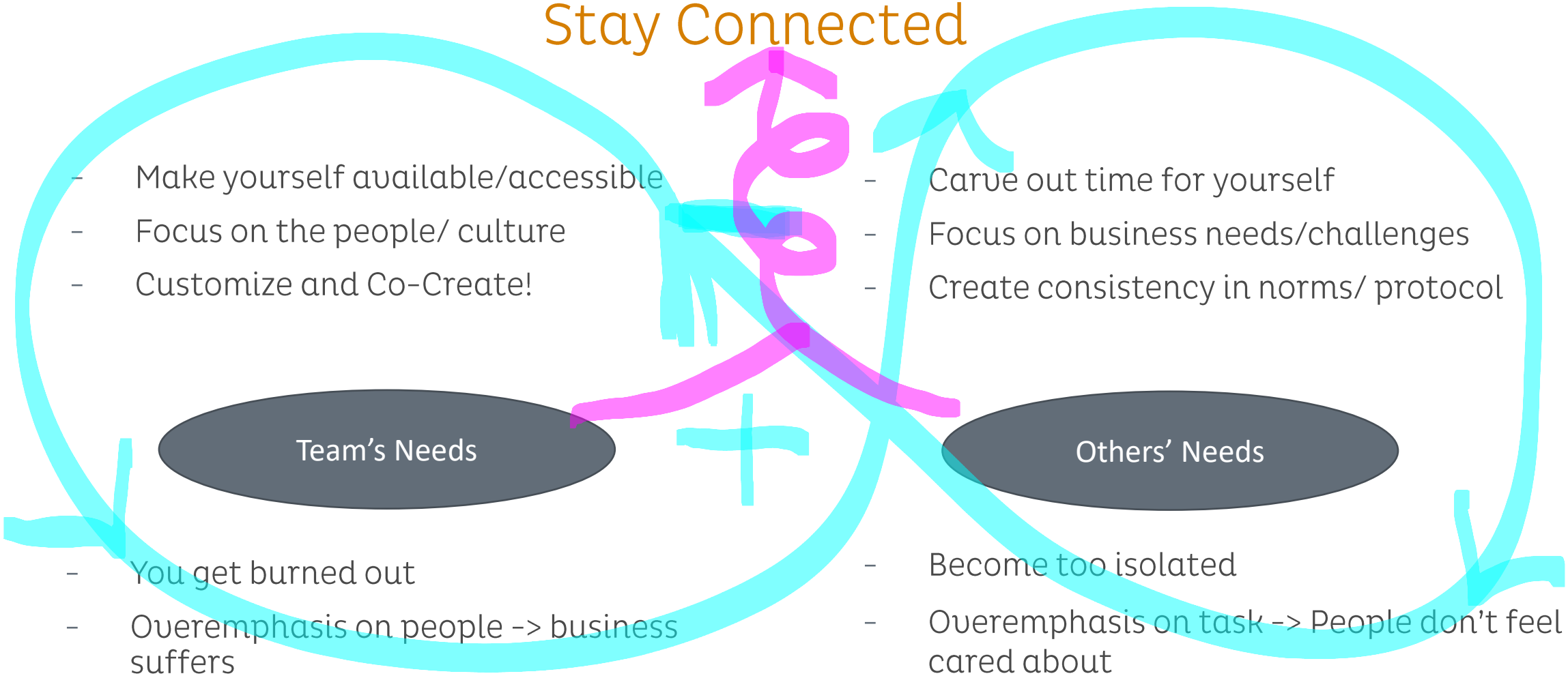
Stay Connected



- Make yourself available/accessible
- Focus on the people/ culture
- Customize and Co-Create!

- Carve out time for yourself
- Focus on business needs/challenges
- Create consistency in norms/ protocol

Team's Needs

Others' Needs

- You get burned out
- Overemphasis on people -> business suffers
- Too much customization -> no consistency

- Become too isolated
- Overemphasis on task -> People don't feel cared about
- Expectations are the same for everyone - "one size fits all"

PolarityMap® concept adapted from PolarityPartnerships.com

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Let’s hear from you

You will have 5 minutes in a break out room

1. Briefly introduce yourselves (name & role)
2. Assign a note taker
3. Share effective strategies that have helped you stay connected with your team

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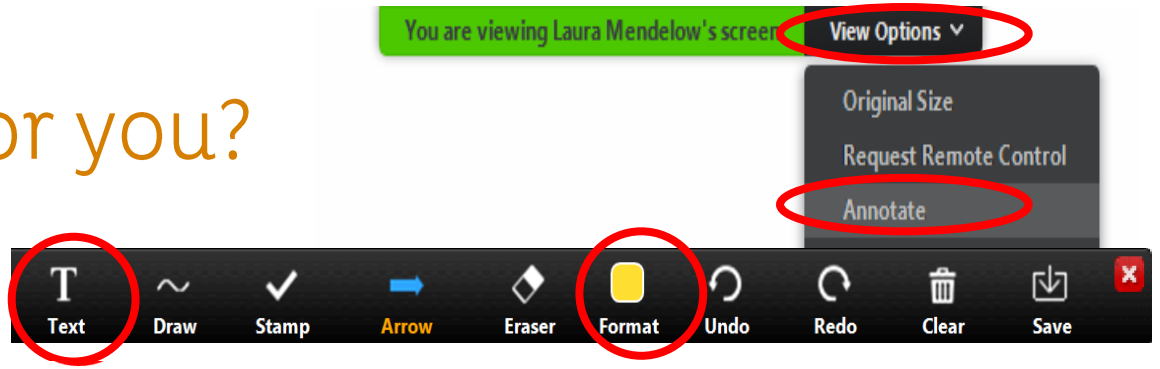
What strategies have worked for you?
(note taker to share 1-2 ideas)



Weekly team meetings using Microsoft meeting for an hour and a half - with a smaller team for almost about an hour

1. Virtual Coffee Break for entire Staff 2. Skype/Microsoft Teams/Zoom meetings for staff as well as training on these resources

Use video to keep routine staff meeting going

Quick morning video meetings where everyone checks in, shares good news,

-Senior leader call lists rotating weekly
-Connecting personally
-Getting others to focus on themselves
-Virtual Happy Hours!!!

For local and overseas teams - We established a Whatsapp group - mainly for the social group - weekly meetings on a unit level and departamental level for 45 mins

Fixed Time meetings -30 min. End the meetings with an ice breaker

All-Hands and dept meetings each week, regular at same time, same day

1 - virtual sessions focused on a social aspect (replacing water cooler conversation) - so a zoom HH, coffee break, or lunch
2 - chat channels focused on things that are not necessarily work
3 - moving things that were previously in person (bulletin board work) online

4) evaluating the best solutions (like Teams) that can foster chat and protect data

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“The most important thing with communication is to hear what is not being said.”
- Anonymous

Thanks for joining us today!
Let us know how we can help

Virtual Training

Virtual Team Development

Virtual Coaching

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"When you 'get' people, you get results."

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