
Leading Remote Teams



Workshop Objectives

At the end of this training...

- Understand the profile of the 'ideal' remote employee and recognize the 6 needs remote employees have
- Grasp the benefits and challenges for the manager who is overseeing remote employees
- Comprehend why trust and empathy are two of the most critical competencies remote leaders need to possess
- Utilize the Remote Employee Needs Assessment to better understand how to lead and engage your remote employees
- Define the 8 MUST-Do's for the employee to thrive in their remote work life
- Learn how to run a dynamic and interactive virtual meeting using different technology platforms



Key Differences in Managing Remote Teams

More formal communication is needed

Developing strong relationships is more important

More independent behavior

Require more attention from leader

Magnification

Let's face it, face to face management is easier

1

Easier to stay on track of productivity

2

Easier to track dedication vs. lack of dedication

3

You can read body language and see small nuances in performance upticks/downticks.

4

Employees can more easily pick up on a leader's frustration or reassurances.

5

You can notice mood swings

6

You can notice drops or spikes in engagement

7

You are less likely to see communication breakdowns/bottlenecks.

8

Distractions are less available.

PREVIEW



The Remote Employee Insights Index

- Easy assessment to better understand the work home conditions of your remote employees
- Enables you to understand their unique engagement drivers and work preferences
- Allows you to 'flex' how you lead them



Instructions:
For each statement, circle within the area that best def
Example:

I am more of a ...

Strategic 'big picture' thinker type of person

HOME-WORK ENVIRONMENT

My Home-Work Environment...

is adequately equipped with the right technology and equipment to do my job

My Home-Work Environment...

is ergonomically set up to maximize my effectiveness

My Home-Work Environment...

is free from distractions like allowing me quiet time throughout the day

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PERSONAL ENGAGEMENT

My energy level is highest...

at the beginning of the day, I jump out of bed and face the day with energy but slow down a bit as the day progresses

later in the day; I start slow but I pick up steam throughout the day

I am most comfortable when I get to...

work independently with few interruptions and distractions

work and interact closely with people

When working remotely, I am the type of person who...

will work my traditional work hours while at home

will get the job done, even if it means working a nontraditional workday (blending in some early morning or early evening work hours in between time off for exercise, parenting, etc.)

I would describe myself as a person who...

likes frequent feedback and check ins

does not require much feedback or check-ins

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PREVIEW

