Engaging Teams Remotely
Navigating Our New Work Reality

We all launched into a new virtual world!
Then, our “remote” Work Place:
Now, our work place probably looks something like this....
Goals

- To surface the challenges of our new virtual work place
- To define your role in leading/engaging remote teams
- To provide tools/strategies to engage teams remotely
New Challenges:

- Uncertainty/Anxiety
- Unknown
- Fear
- Overwhelmed
- Lack of Control
- Distracted

Emotional Factors
New Challenges:

- Physical set up of new work environment
- Competing Demands on our Time
- Overflowing In-Box
- Our Technical Abilities are being Tested
- Multi-Tasking on Steroids
- 24/7
- No Boundaries

Practical Factors
BRAIN OVERLOAD!!!
How do we help our remote teams be successful?
Team Engagement

Shared team vision
Alignment of roles/responsibilities with strategic direction
Connection to strategic direction
Clearly articulated role for team and for each individual
What is your role as a team leader?

- Provide direction
- Offer support
- Provide clarity/structure
- Address new challenges
- Help them focus
- Set realistic, manageable goals
Direction
- Lead with clarity
- Set the tone for the team
- Provide a road map

Structure
- Consistent meeting times
- Clear expectations
- Action Items/Time Lines

Support
- Address concerns
- Remove obstacles when possible
- Collegiality/Connection
How can you keep your team members engaged?

- Meaningful Individual Check-Ins
- Productive Team Meetings
- Effective Communication
Check-Ins
- How are you doing?
- What are you working on?
- How can I help?

Team Meetings
- Agenda/Protocol
- Set Priorities
- Inspire

Communication
- Frequent/Preferred Mode
- Reinforce Priorities
- Clear/Concise
Individual Check-Ins

- How are you?
- What are you working on?
- How can I help?

- Clear obstacles
- Identify short-term, manageable wins!
Team Meetings

- Technology is your friend
- Establish meeting protocol
- Agenda/Roadmap/60-90 minutes max
- Set priorities
- Review progress-to-date
- Identify challenges
- Opportunity to inspire and feel connected
- Have some fun!
Communication

- Keep in touch frequently
- Determine the most effective/efficient mode for your team to communicate (choose 1)
- Provide updates
- Articulate and reinforce priorities
- Ensure everyone is on-the-same-page
- Clarity is key
Challenge is an opportunity to:

- Stretch your skills!
- Get creative!
- Build resilience!

Success!
Thank You!

Questions?

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