



LEADING REMOTE TEAMS

AIAMC/Partner Webinar Series

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Today's Presenters



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Leading Remote Teams

Michael Grubich
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At the LAK Group, we work with leaders to transform business goals into human strategies that put the right people in the right seats, so everyone wins – even as your market changes.



Leadership Development

- Coaching
- Dyad Leadership Program
- Nurse Leadership Program



Culture Shaping

- Organization Design
- Change Resiliency



Career Transformation

- Outplacement Services
- Team Development

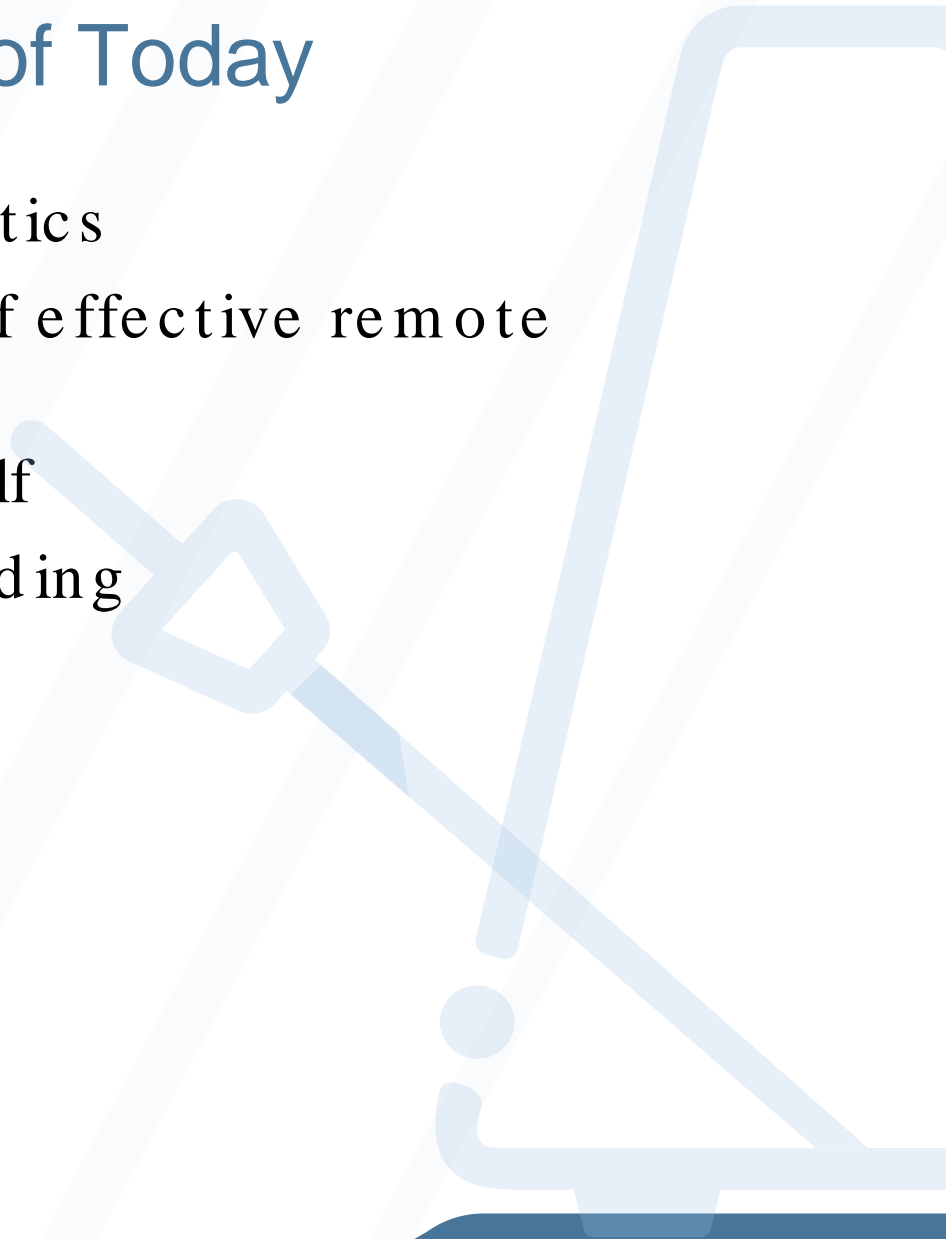


Talent Strategy

- Assessments
- Succession Management

An Overview of Today

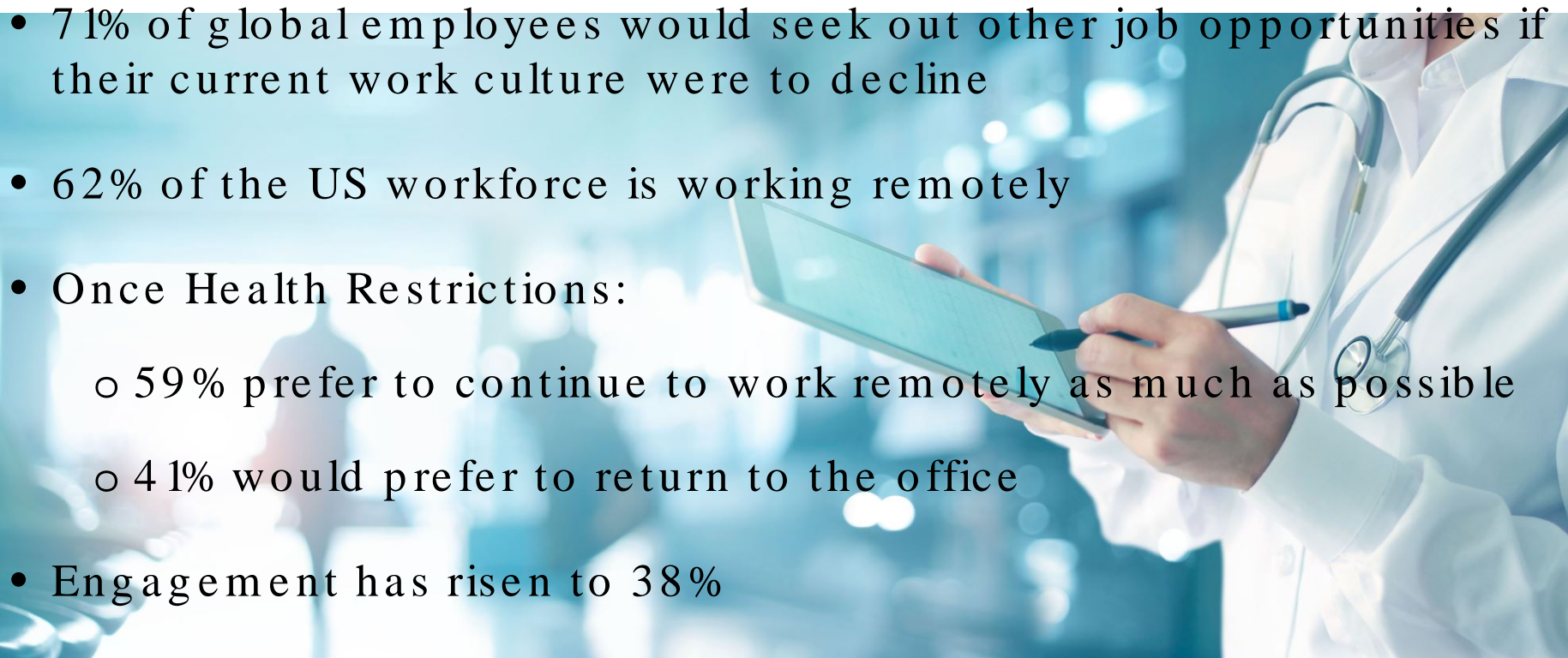
- Interesting Statistics
- Characteristics of effective remote leaders
- Managing Oneself
- Relationship Building



Poll Questions



Interesting Stats

- 71% of global employees would seek out other job opportunities if their current work culture were to decline
 - 62% of the US workforce is working remotely
 - Once Health Restrictions:
 - 59% prefer to continue to work remotely as much as possible
 - 41% would prefer to return to the office
 - Engagement has risen to 38%
 - Well Being is at a 12-year low
- 



Characteristics of Effective Remote Leaders



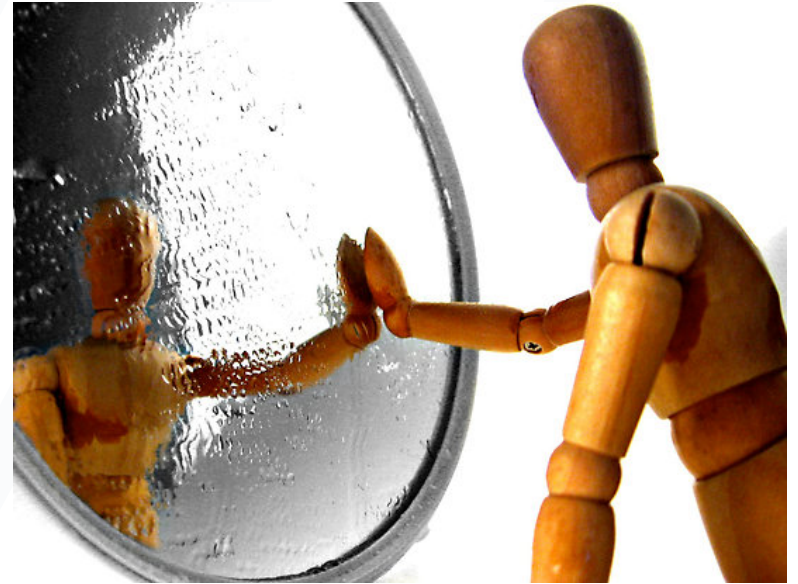
Remote Leader Characteristics



- Leads with Trust, Not Control
- Remembers that Out of Sight \neq Out of Mind
- Looks for Equity
- Actively Listens and is Curious
- Is Introspective

Managing Oneself

- Own the Outreach
 - Check Ins
 - Methods of Outreach



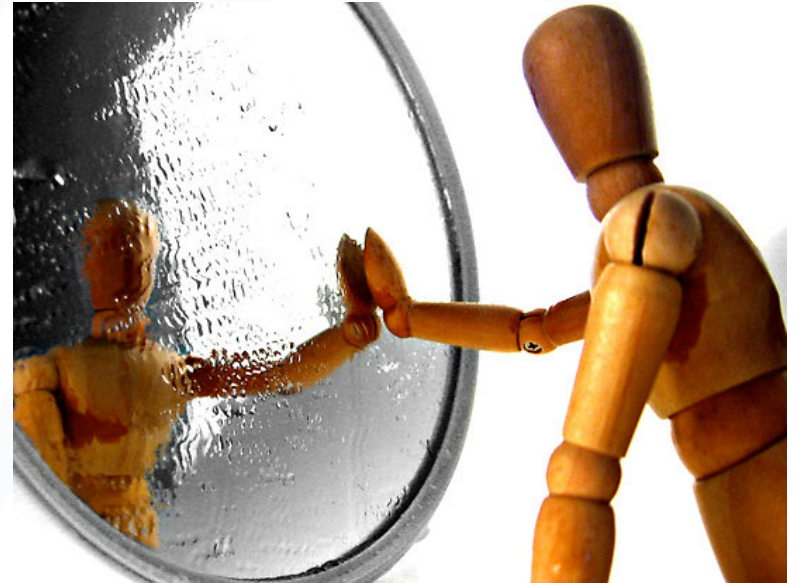


Methods of Outreach



Managing Oneself

- Own the Outreach
 - Check Ins
 - Methods of Outreach
- Keep the team front and center
 - Communication
- Remove distractions
 - BE PRESENT



Relationship Building



- Needs of the individual employee
- Needs of the team
- Boundaries and guidelines

Some Things to Remember

- Learn and practice ways to calm and **center yourself** - *Focus on things you can control*
- Use credibility to build **trust** - *be Humble & Curious*
- Be **honest** and **transparent** - *ambiguity contributes to stress/ anxiety*
- Provide regular **communications**
- **Compassion** - *Let employees know you care*
- **Delegate:** Don't be a virtual micromanager
- Share information with **empathy** and **optimism**
- Focus on **Performance Enablement** , not performance management





Questions
and
Thank you!



LAK Group...

THOUGHT LEADERSHIP
EXPERIENCE, PASSION
FLEXIBILITY, OUTCOMES
PURPOSE-DRIVEN, TALENT
AGILE, PERSONAL TOUCH



Blog: [Transformingcareers.com](https://transformingcareers.com)