

Leading Remotely – 2.5hr virtual or face to face workshop

Workshop overview

As flexible working arrangements have accelerated exponentially since 2020, the need for expert remote leaders has become vital to most organisations. That said, as early as 2006, Fortune Magazine reported that 79 of the 100 best companies to work for allowed employees to work 'flexibly' for at least 20% of the time – recognising that productivity often increases with the right leadership.

To this end, it is vital that your leaders and individual contributors adapt to the new working arrangements as quickly and easily as possible. There are three overarching considerations:

- 🌀 Establishing and maintaining behavioural guidelines for remote working
- 🌀 The critical role that effective communication plays in delivering motivated and productive agile workers
- 🌀 The nature of leadership that has a positive impact on remote working

The session structure is given below and reflects these three considerations, guiding leaders towards leadership practices that will suit their team(s). We fully recognise the diversity within and across teams. We have developed a session that, not only recognises that diversity but embraces it.

By the end of this workshop, participants will be able to:

- 🌀 Recognise the different employee types and how they tend to behave in remote working environments
- 🌀 Establish and maintain behavioural guidelines for remote working (e.g. expectations in terms of availability, monitoring levels, response times etc.)
- 🌀 Manage performance effectively by the appropriate use of 1:1's and goal setting
- 🌀 Understand and implement the appropriate leadership styles that have a positive impact on remote working
- 🌀 Deliver remote feedback confidently
- 🌀 Recognising and acting on the negative impacts of remote working e.g. Burnout, stress etc*

*This is more about raising awareness. In the time available, it will not be possible to explore solutions in detail.

