Virtual Team Management

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Virtual Team Management

Purpose

Provide tips and guidance on managing your team well when working remotely

Agenda

- What is a remote or virtual team
- Leading at a distance

Length

20-mins

What is a remote/virtual team?

Remote: at home, another site

- One person works remotely
- Some people work remotely
- All people work remotely
- People working across different locations
- People work across different times of the day

Freedoms v Challenges

Freedom of no commute

Challenge of no mindset shift between work and home
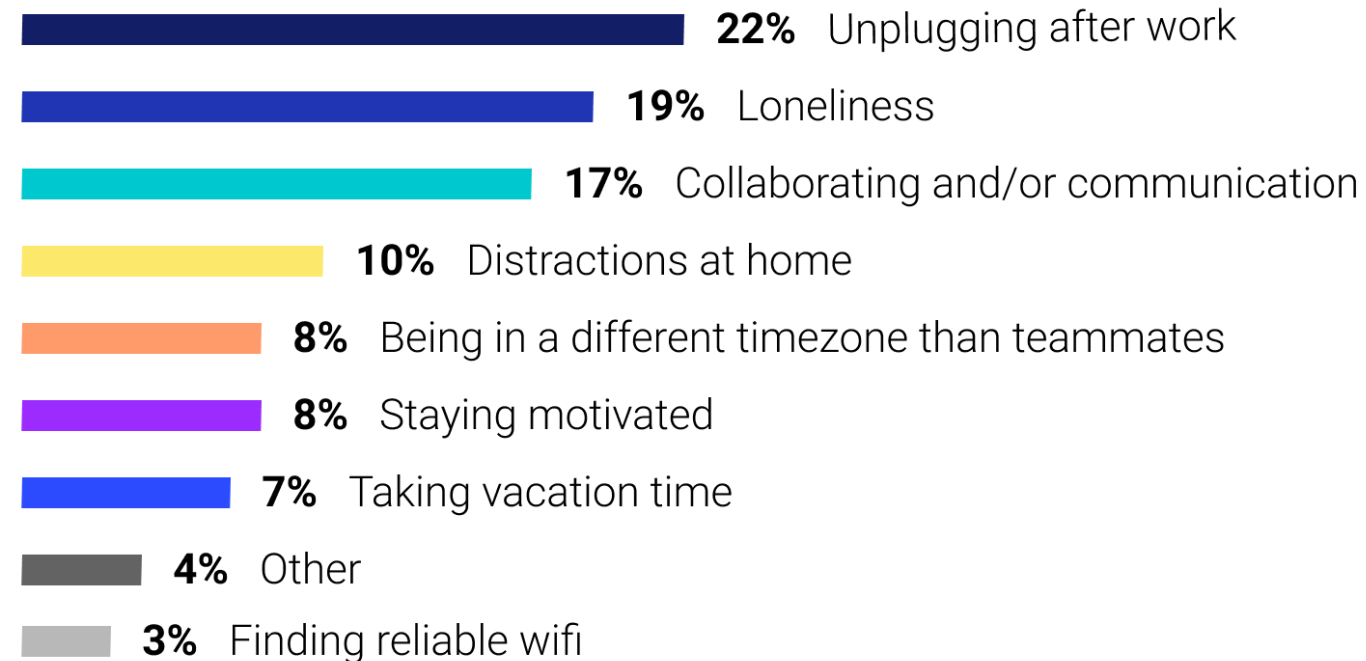
Freedom of to create own schedule

Challenge of working too little or too much

Freedom of working hours to suit

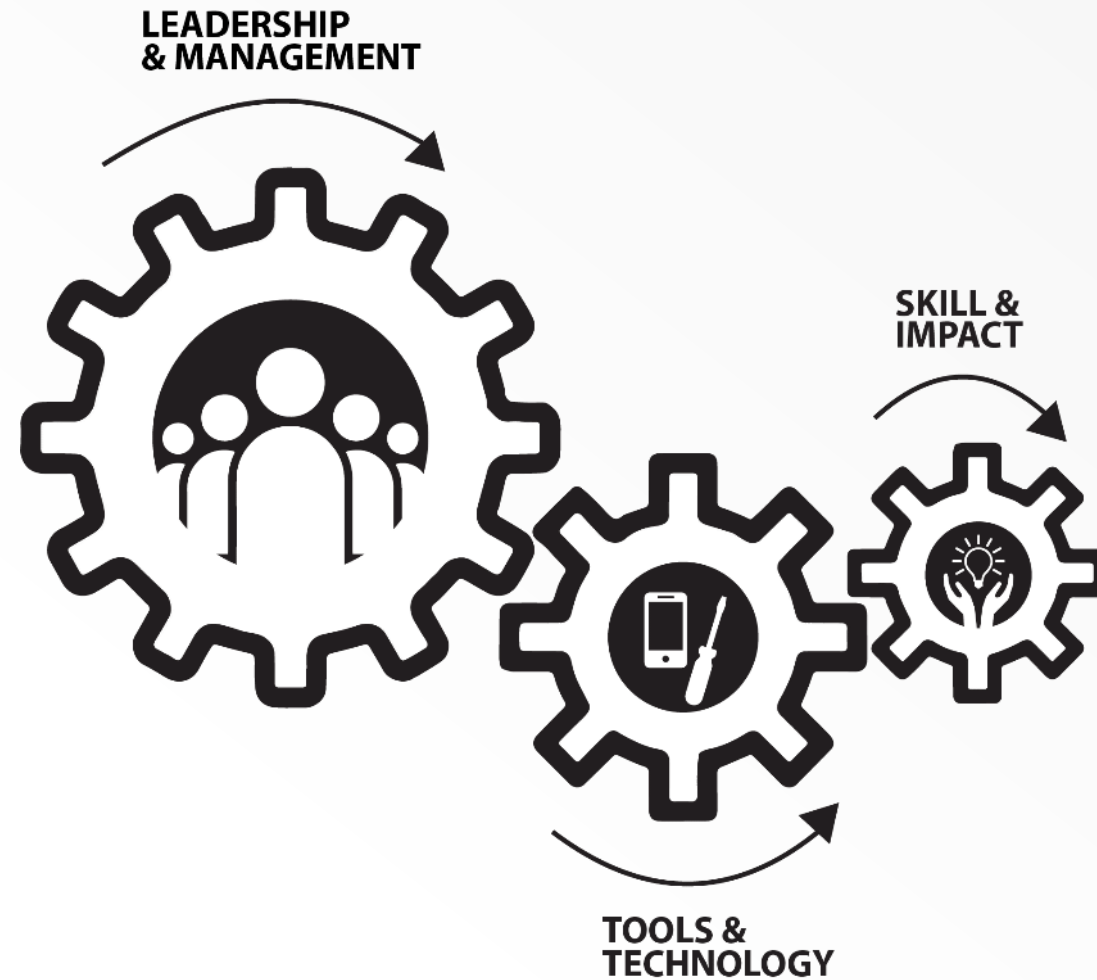Challenge of connecting with the team

What's your biggest struggle with working remotely?

22%	Unplugging after work
19%	Loneliness
17%	Collaborating and/or communication
10%	Distractions at home
8%	Being in a different timezone than teammates
8%	Staying motivated
7%	Taking vacation time
4%	Other
3%	Finding reliable wifi

State of Remote Report / 2019
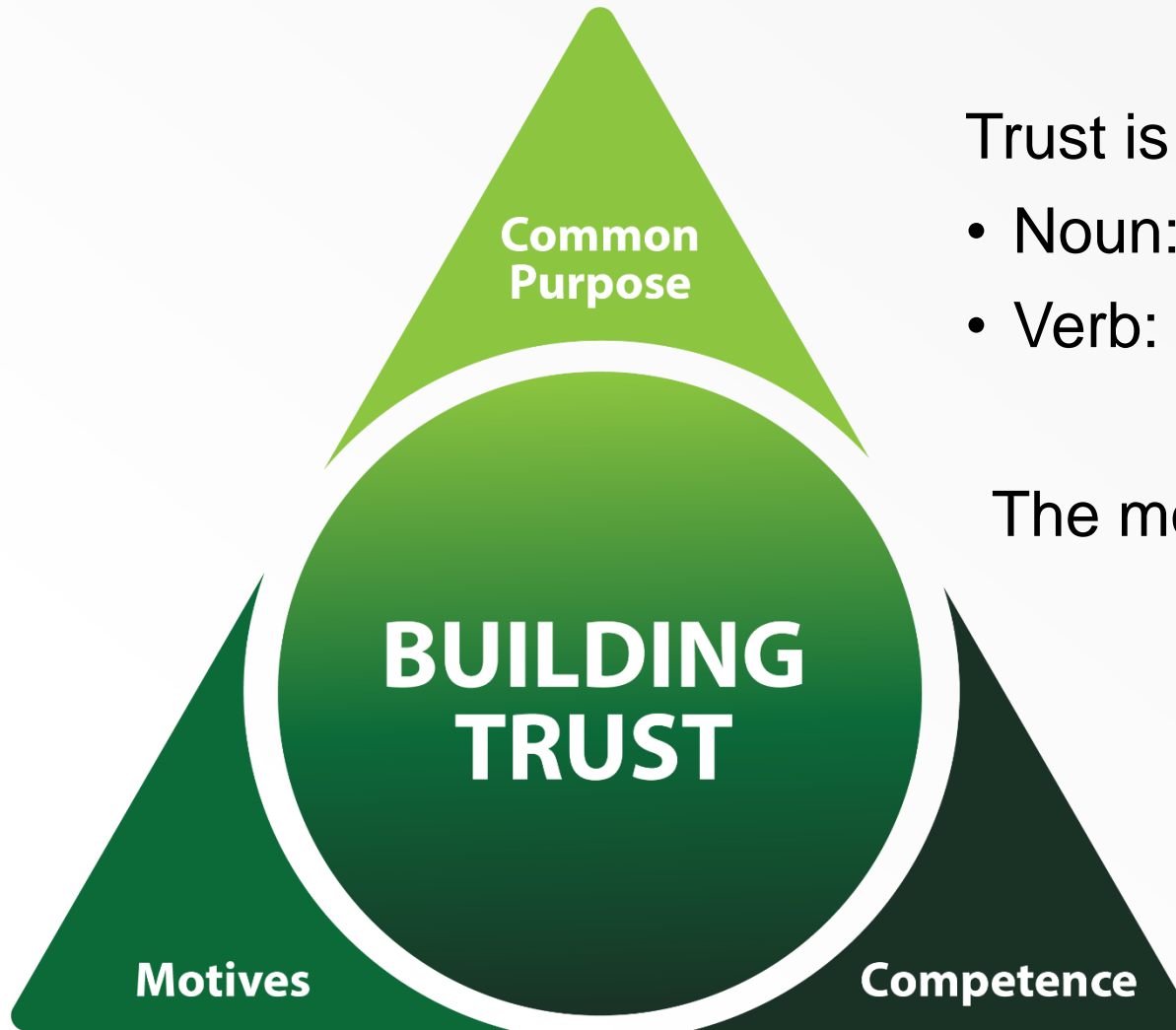buffer.com/state-of-remote-2019

Remote Leadership Model

The Long-Distance Leader
Kevin Eikenberry, Wayne Turmel
2018

Trust

Trust is both a:

- Noun: Trust exists
- Verb: I trust you

The more of the verb we do the more of the noun we get.

Leading at a distance

1. Get the team together
2. Clarify tasks and processes, not just goals and roles
3. Commit to a communication charter
4. Leverage technology
5. Build a team with rhythm
6. Shared language
7. Create 'virtual water cooler'
8. Clarify and track commitments
9. Foster shared leadership
10. Don't forget the 1:1's

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Remote Development

- Consider the need for visibility from your team

- Hold regular coaching conversations

- How can you provide opportunities to promote people within your team?

Thank you!