



# LEADING REMOTE TEAMS

## THROUGH WORKPLACE CHANGE

### LEADING REMOTE TEAMS THROUGH WORKPLACE CHANGE REQUIRES SPECIFIC SKILLS

Leaders in times of dynamic workplace change may struggle with developing the skills that are necessary for success and to be able to pivot their teams with success.



#### FOCUS

Leaders must develop the ability to focus on resolving crises that matter. And must ignore ones that do not.



#### MEDIA SKILLS

Leaders must develop media skills and savvy. They may be called upon to deliver hard messages to large and small groups.



#### SELF-CARE

Leaders must engage in self-care in order to navigate the stresses of workplace change.



#### CONNECTION

Leaders must engage in creating opportunity for team members to connect throughout the disruption of change.



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### TIPS FOR LEADERSHIP SUCCESS

- 1** At a strategic level, leaders should develop a deeper focus during times of disruption, as well as the ability to quickly manage an increased level of information and quick decision making.
- 2** At the strategic level, with a team transitioning from one mode of work to another, leaders should not only assume friction, but also assume that there will be resistance among followers.
- 3** At the tactical level, leaders should place boundaries on their attention and become more strict and disciplined in their approach to empathy and problem-solving. Decisions they make in crises generate consequences that reverberate.
- 4** At the tactical level, leaders should be patient...everyone on their team is adapting to change and disruption with whatever skills they have and are being tested.

**LEADERS SHOULD EXPECT WORKPLACE DISRUPTION TO CONTINUE ONCE IT BEGINS.**